DOCUMENT RESUME

ED 315 985 EC 222 739

AUTHOR Seta, Julie, Comp.
TITLE Supported Employment in Illinois: Compendium of Program Profiles. Volume 6, 1988-1989.
INSTITUTION Illinois Univ., Champaign. Secondary Transition Intervention Effectiveness Inst.
PUB DATE 89
CONTRACT 300-85-0160
GRANT STILMIDOR-GPC-MHD983
NOTE 212p.; Supersedes earlier version, ED 300 957.
PUB TYPE Reports - Descriptive (141) -- Reference Materials - Directories/Catalogs (132)

EDRS PRICE MF01/PC09 Plus Postage.
DESCRIPTORS Adults; *Disabilities; Employment; *Employment Programs; Models; Outcomes of Treatment; Program Descriptions; *Program Implementation; Quality of Life; State Programs; *Supported Employment
IDENTIFIERS *Illinois

ABSTRACT

The compendium presents a view of 70 programs participating in the Illinois supported employment initiative. A preliminary chapter analyzes the implementation of supported employment in Illinois. It provides a brief history of the Illinois supported employment initiative, describes the Illinois Supported Employment Project, examines the impact of model program development, and describes research at the University of Illinois at Urbana-Champaign. Profiles of the 70 programs are then presented, describing their purpose, focus of programmatic activity, conversion plan, program-developed products, and outcomes. Ten of the programs, identified as providing exemplary supported employment services, are further described, each with information concerning integration, co-worker involvement, and degree of implementation, and each with a profile of an actual supported employment client. The client profiles offer a look at the larger impact of supported employment on the lives of the 10 individuals in order to improve understanding of what constitutes quality of life for individuals with severe disabilities. (JDD)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
☑ This document has been reproduced as received from the person or organization originating it.
☐ Minor changes have been made to improve reproduction quality.
• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

ED315985

Supported Employment in Illinois: Compendium of Program Profiles

Volume 6

Julie Seta

EC 222739

TRANSITION INSTITUTE AT ILLINOIS

The following principles guide our research related to the education and employment of youth and adults with specialized education, training, employment, and adjustment needs.

- Individuals have a basic right to be educated and to work in the environment that least restricts their right to learn and interact with other students and persons who are not handicapped.
- Individuals with varied abilities, social backgrounds, aptitudes, and learning styles must have equal access and opportunity to engage in education and work, and life-long learning.
- Educational experiences must be planned, delivered, and evaluated based upon the unique abilities, social backgrounds, and learning styles of the individual.
- Agencies, organizations, and individuals from a broad array of disciplines and professional fields must effectively and systematically coordinate their efforts to meet individual education and employment needs.
- Individuals grow and mature throughout their lives requiring varying levels and types of educational and employment support.
- The capability of an individual to obtain and hold meaningful and productive employment is important to the individual's quality of life.
- Parents, advocates, and friends form a vitally important social network that is an instrumental aspect of education, transition to employment, and continuing employment.

The Secondary Transition Intervention Effectiveness Institute is funded through the Office of Special Education Programs, Office of Special Education and Rehabilitative Services, U.S. Department of Education (contract number 300-85-0160).

Project Officer: William Halloran

Additional support for this volume was provided by the Illinois Department of Rehabilitation Services, Governor's Planning Council on Developmental Disabilities, and Illinois Department of Mental Health and Developmental Disabilities (grant number STILMIDOR-GPC-MHD983).

For more information on the Transition Institute at Illinois, please contact:

Dr. Frank R. Rusch, *Director*
College of Education
University of Illinois
110 Education Building
1310 South Sixth Street
Champaign, Illinois 61820
(217) 333-2325

Merle L. Levy, Publications Editor

Supported Employment in Illinois: Compendium of Program Profiles

1988-1989

Volume 6

Compiled by
Julie Seta

A publication of the Illinois Supported Employment Project

Secondary Transition Intervention Effectiveness Institute
University of Illinois at Urbana-Champaign

ACKNOWLEDGMENTS

The staff of the Illinois Supported Employment Project wishes to thank the program coordinators of the Illinois supported employment model programs for their cooperation in completing the Program Profiles. Their efforts have helped to provide a comprehensive view of the Illinois supported employment initiative. Appreciation is expressed to the 10 model programs for the additional information provided and exceptional vocational services to individuals with severe disabilities.

The contents of this publication were developed under grant number STILMIDOR-GPC-MHD983 from the Illinois Department of Mental Health and Developmental Disabilities, the Illinois Department of Rehabilitation Services, and the Governor's Planning Council on Developmental Disabilities of the State of Illinois. The opinions herein do not necessarily reflect the position or policy of the Department of Mental Health and Developmental Disabilities, the Department of Rehabilitation Services, the Governor's Planning Council on Developmental Disabilities, or the State of Illinois.

© 1989 by the Board of Trustees of the University of Illinois at Urbana-Champaign.

CONTENTS

	Page
Preface	6
Abbreviations	9
Data Collection	10
Supported Employment in Illinois by W. K. Ellis, F. R. Rusch, J.-J. Tu, and W. B. McCaughrin	13
Model Program Profiles	43
Association for Retarded Citizens of Springfield	45
Cornerstone Services	51
Developmental Services Center	55
Iroquois Association for Retarded Citizens	61
Occupational Development Center	67
Opportunity House, Inc.	73
Park Lawn	77
Ray Graham Association	83
Spectrum Vocational Services	89
Victor C. Neumann Association	95
Program Profiles	101
Ada S. McKinley	103
Alliance for the Mentally Ill of Rock Island and Mercer Counties	105
Association for Individual Development	107
Association for Retarded Citizens of Rock Island County	109
Belleville Mental Health Out-Patient Center	111
Center for Disabled Student Services	113
The Center for Rehabilitation and Training of Persons with Disabilities	115
Chicago Association for Retarded Citizens	117

Chicago Lighthouse for the Blind 119

Coles County Association for the Retarded 121

Community Counseling Center, Madison County Mental Health Center 123

Comprehensive Services, Inc. 125

DuPage County Health Department 127

Effingham Association for Retarded Citizens 129

Effingham County Guidance and Counseling Center 131

El Valor Corporation 133

Employer Resource Service/Arrise 135

Glenkirk 137

Habilitative Systems, Inc. 139

Happiday Centers, Inc. 141

Helping Hand 143

Horizon House of Illinois Valley, Inc. 145

Job Resources for the Disabled 147

Kennedy Job Training Center 149

Kreider Services, Inc. 151

Lake County Society for Human Development 153

Lakeside Association for the Handicapped, Inc. 155

The Lambs, Inc. 157

Lansing Association for Retarded Citizens 159

Little City Foundation 161

Maine Township High Schools, District #207 163

Malcolm Eaton Enterprises 165

Marianjoy Rehabilitation Center 167

McDonough County Rehabilitation Center 169

Mental Health Centers of Central Illinois 171

Mental Health Services of South Madison County 173

Northwest Mental Health Center 175

Oak Leyden Developmental Services, Inc. 177

Open Door Rehabilitation Center 179

Orchard Village 181

Parents Alliance Employment Project 183

Peoria Association for Retarded Citizens 185

Pioneer Center 187

Rehab Products and Services Inc. 189

St. Clair Associated Vocational Enterprises 191

Search Developmental Center 193

Seguin Services 195

Sertoma Career Center 197

SHORE Community Services for Retarded Citizens 199

Skills Incorporated 201

Southern Illinois University School of Medicine 203

Southwest Community Services 205

Specialized Services Inc. 207

Threshold South 209

Trilogy, Inc. 211

United Cerebral Palsy of Greater Chicago 213

United Cerebral Palsy of Lincolnland 215

United Cerebral Palsy of Mississippi Valley 217

Warren Achievement Center 219

Will County Association for Retarded Citizens/
Trinity Development Center 221

Indexes 223

Key Personnel 225
Location 227

Preface

In 1985 we were on the threshold of one of the most significant pieces of rehabilitation legislation for persons with severe disabilities since the passage of the Rehabilitation Act of 1973. The Rehabilitation Act Amendments of 1986 (P.L. 98-506) introduced "supported employment" as an eligible service option for persons with severe handicaps. This legislation has had an enormous impact upon the lives of persons with handicaps, the expectations and values we hold as service providers, and the knowledge base that has emerged as we understand more about integrated employment.

We have witnessed an incredible groundswell of interest in integration and competitive employment since Marc Gold introduced new expectations to us in relation to individual competence. I hope that we will begin to realize that we have very much to learn about the unrealized potential of the individuals for whom we are advocates.

Public Law 98-506 defined supported employment as "competitive work in an integrated work setting for individuals who, because of their handicaps, need ongoing support service to perform that work" (p. 30546). The rules and regulations clarify this definition by identifying the three critical elements of supported employment: (a) competitive work in an (b) integrated work setting with (c) ongoing support services.

We as professionals, advocates, educators, consumers, and interested others must assume that supported employment is increasingly viewed as the vocational service delivery model of choice for individuals with severe disabilities. To accomplish this task a great deal of data must be collected and analyzed. Continued efforts in analyzing the benefits and costs of supported employment must be one priority. The information

generated from these data analyses will be valuable to both state and federal governments. In these days of soaring military spending and mounting federal deficits, policymakers must be provided with this information in order to make informed decisions.

Service providers and technical assistance personnel must continue to become better informed about workplace dynamics. Increasing emphasis should be placed on the frequency and types of co-worker involvement experienced by supported employees. Integration in the workplace and in the community inquires further exploration and, in turn, emphasis.

Efforts should be made to increase the wages earned and number of hours worked by supported employees. Increased earnings lead to maximized participation in and decreased dependence on society. The number of hours worked has a direct relationship to increased opportunities for integration and co-worker involvement. Work and social skills are likely to be enhanced by increased opportunity for interactions between supported employees and nonhandicapped co-workers.

As supported employment moves into the 1990s, efforts must continue to increase awareness of integration, co-worker involvement, and enhanced independence of individuals with severe disabilities. Further understanding of the impact of supported employment on the lives of consumers must be pursued and must include attempts to identify what constitutes quality of life to individuals with severe disabilities.

The Compendium of Program Profiles presents a comprehensive view of the 70 programs currently participating in the Illinois supported employment initiative. The information and descriptive data included were obtained through responses furnished by agency personnel. Supplemental information was gathered through site visits by technical assistance staff, monthly data

forms submitted by all funded programs, and the profiles from the previous year.

The profiles describe programs in terms of purpose, current focus of programmatic activity, conversion plan, program-developed products, and outcomes. Ten programs have been identified as providing exemplary supported employment services. Additional information regarding integration, co-worker involvement, degree of implementation, and an actual supported employment consumer has been included for these programs.

Also included are client profiles of individual supported employees, written by agency personnel and parents, that offer a look at the larger impact of supported employment on the lives of these 10 individuals and represent the beginnings of improved understanding of what constitutes quality of life to individuals with severe disabilities.

The Compendium of Program Profiles is compiled and published annually by the staff of the Illinois Supported Employment Project. It is intended for use as a reference by program coordinators, state department personnel, and others interested in replicating integrated employment programs for individuals with disabilities.

Abbreviations

Agencies

DMHDD	Department of Mental Health and Developmental Disabilities
DMHMI	Department of Mental Health and Mental Illness
DORS	Department of Rehabilitation Services
GPCDD	Governor's Planning Council on Developmental Disabilities
JTPA	Job Training Partnership Act
LEA	Local Education Agency
STEP	Secondary Transition Employment Programs
ISBE	Illinois State Board of Education
AMI	Alliance for the Mentally Ill

Handicaps

LD	Learning disability
MMR	Mild mental retardation
MOMR	Moderate mental retardation
SMR	Severe mental retardation
PMR	Profound mental retardation
MI	Mental illness
SI	Sensory impaired
TBI	Traumatic brain injury
PD	Physical disability
HI	Health impairment
SA	Substance abuse
AU	Autism

Placement

DT I & II	Developmental training
RW	Regular work
HO	Home
DR	DORS evaluation
SC	School
WA	Work adjustment training
MI	Mental illness program
SK	Skill training
VO	Vocational development
TE	Transition employment program
CE	Competitive employment
SE	Supported employment
NR	No report

Data Collection

Data were collected with the use of three instruments developed by staff members of the Illinois Supported Employment Program at the University of Illinois at Urbana-Champaign. These three instruments--Degree of Implementation, Employment Integration Index, and Co-worker Involvement Index--are described below.

Degree of Implementation (John S. Trach)

The Degree of Implementation (DOI) is a program evaluation instrument that describes the extent to which supported employment services are implemented in a program. It is based on the premise that any person, no matter how disabled, has the right to work for wages in integrated employment settings. Incorporated in the development of the instrument are findings from research and model demonstration projects related to the employment of persons with disabilities. The instrument has been field-tested to establish validity and reliability.

The five components that constitute the model of supported employment on which the DOI is based are: community survey and job analysis, job match, job placement, job maintenance, and related job services/interagency coordination. The manual provides operational definitions for the scoring system to be used in the administration of the DOI. Examples of relevant documents and data sources are provided to illustrate the criteria for each of the 26 items.

The Employment Integration Index (Thomas Lagomarcino)

The Employment Integration Index is an evaluation instrument that identifies the nature and extent of opportunity for integration during the

working day for persons with disabilities who are employed in community settings. Twenty-three items have been identified across the three dimensions of employment integration. Physical Integration measures the integration of a target employee across varying physical attributes including work environment ratios, mode of transportation, and work routines. Social Integration measures the opportunities and the extent of social interactions for the target employee during the work day and outside of work. Organizational Integration measures the acceptance of the target employee as an integral part of the employing organization.

The Employment Integration Index is to be completed by an employment training specialist who is familiar with the employment setting and the target employee. The items in each dimension may be scored in one of three ways: (1) integration is evident, (2) partial integration is evident, and (3) opportunity for integration does not meet the stated criteria. Dimension scores indicate the degree to which a target employee is integrated across the varying dimensions. A total score represents the sum of the raw scores from each dimension. Once these opportunities have been identified, the Employment Integration Index can be used to evaluate the impact of selected interventions (e.g., social skills training, inservice training with co-workers) on the integration of targeted employees in community employment settings.

Co-worker Involvement Index (Carolyn Hughes)

The Co-worker Involvement Index (Revised) allows employment training specialists and job supervisors to estimate nonhandicapped co-worker involvement with target employees after job placement. This instrument is based upon research that assumes that co-worker involvement enhances client job performance as a result of social interactions between supported

employees and their co-workers. Greater co-worker involvement in conjunction with employment training specialist (ETS) assistance, for example, may be associated with an increased likelihood of job retention, greater work productivity, and enhanced cost effectiveness of employee training methods. The primary purpose of the Co-worker Involvement Index (Revised) is to assess the extent to which co-workers are involved with supported employees at specific job placements.

The Co-worker Involvement Index (Revised) is designed to be used by employment training specialists and job supervisors. Because co-workers tend to rate their peers' performance leniently, employment training specialists or supervisors should conduct all interviews to obtain the information needed to complete the Co-worker Involvement Index (Revised). This instrument contains the following categories: physical and social integration, training, associating frequency and appropriateness, befriending, advocating, evaluating, and giving information.

Supported Employment in Illinois

Warren K. Ellis, Frank R. Rusch, Jho-Ju Tu,
and Wendy B. McCaughrin

Writing about vocational training and employment of individuals with mental retardation, Marc Gold (1980) stated that the low expectancies held for these people perpetuates our failure to devise new and improved models. Gold felt so strongly about status quo adult services that he identified low expectancy as "the single most critical deterrent to progress in our field" (p. 168). Over the past 10 years we have learned much about providing support to persons with handicaps who are employed in their community. Our current expectations clearly have changed in relation to integrated employment; indeed the results of ongoing service demonstrations will continue to expand our expectations.

The purpose of this article is to describe supported employment as it has been implemented in the state of Illinois, providing first a brief history of the Illinois initiative and then a description of the Illinois Supported Employment Project (ISEP). The impact of model program development will be examined. The concluding section describes ongoing research at the University of Illinois at Urbana-Champaign, which is associated with the implementation of supported employment.

Background

In the late 1960s the contributions of Marc Gold and others marked a dramatic change in vocational expectations for persons with severe disabilities. These researchers demonstrated that people with severe handicaps could learn and perform complex assembly tasks. This body of work led some individuals to begin to question then-existing models of vocational service. The 1970s saw the emergence of several new vocational training

programs across the country. Indeed, new horizons were explored by Rusch, Wehman, Bellamy, and others. In 1978 a food service vocational training program was begun at a student residence hall at the University of Illinois at Urbana-Champaign. Funding came from a seed grant provided by the College of Education, which was supplemented later when the Illinois Department of Rehabilitation Services (DORS) provided reimbursement for "work adjustment training" in the community. This program replicated the Food Service Vocational Training Program begun at the University of Washington in 1975 (cf. Rusch & Schutz, 1979). Both programs provided training in a university setting to individuals with mental retardation and utilized a survey, train, place, and follow-up format (Rusch, 1983; Rusch, Chadsey-Rusch, & Lagomarcino, 1986). Training (with a staff/employee ratio of 1:4) was available in a variety of jobs, including dishwashing, bussing, and food preparation. Each trainee worked a 35-hour week, earned $3.24 per hour, and received all the fringe benefits of a University employee.

In 1979 a second program, the Professional Housekeeping Program, was started at the University of Illinois. The model used in this program was similar to the food services program, except that the focus of the training was community employment as maids and janitors. As in the food service program, employees worked 35 hours per week and received University employee benefits, but in the professional housekeeping program they earned $3.98 per hour.

In order to support graduates from these two community-based training programs, a follow-up program was started in 1979. Follow-up services were funded through Title XX funds. Direct observations of the individual at the job site, frequent communication with the employers, and assessments of the results of work performance evaluations formed the basis of the long-term support services.

Upon entering the follow-up program, the individual became eligible for services from a fourth program also started in 1979. The Independent Apartment Training Program provided supervised placement into an apartment within the community, on-site skills training, and case coordination to individuals who were moving into the community because of employment. Before the existence of this program, the only residential alternative in the Champaign-Urbana area was a 60-bed Intermediate Care Facility and an apartment follow-along program which required almost complete participant independence.

A total of 134 persons have participated in the "Community Services" programs begun in 1978 (see Table 1). Forty-three percent of those participating in the programs were diagnosed with multiple handicaps. Of the 134 persons who participated in training, 108 (81%) completed training and were placed on jobs in the community. The remaining 26 (19%) individuals did not complete training for a variety of reasons, including poor attendance, severe behavior problems, lack of interest in obtaining employment, and health problems.

Community Services constituted the first coordinated effort in Illinois to move individuals with mental retardation into the community using the survey, train, place, and follow-up support model. Interestingly, Schneider, Martin, and Rusch (1981) conducted a cost-benefit analysis of these programs which indicated that when they are compared to sheltered program alternatives, the benefits of supported employment would begin to exceed yearly costs after five years. It was projected that cumulative benefits would exceed cumulative costs after the eighth year, and after 10 years a net benefit of over $200,000 would be realized. Although projections indicated increasing benefits to the taxpayer and the supported

Table 1. Job Placement Statistics

Length of time on job		N	%
Janitorial/Housekeeping	Placed: 82		
3 months		75	91
6 months		54	66
1 year or more		40	49
Still employed - 1986		36	44
Food Service	Placed: 26		
3 months		20	77
6 months		18	69
1 year or more		16	62
Still employed - 1986		12	46

Source: Lagomarcino, T. R. (1986). Community services: Using the supported work model within an adult service agency. In F. R. Rusch (Ed.), Competitive employment issues and strategies. Baltimore: Paul H. Brookes.

employee, this information did not result in program expansion or replication in other parts of the state. It was not until 1984, when Susan S. Suter became the director of DORS, that supported employment became a priority in the state of Illinois. In 1984, the supported employment initiative resulted in an investment of $1,400,000 in integrated employment options for persons with severe disabilities.

Supported employment in Illinois formally began in 1985 with funding from the Illinois Department of Rehabilitation Services, the Governor's Planning Council on Developmental Disabilities, and the Department of Mental Health and Developmental Disabilities. (In 1986 Illinois also received a section III-B state change grant from the Office of Special Education and Rehabilitative Services under the 1986 amendments to the Rehabilitation Act.) In 1985, 31 model programs were funded in Illinois; in 1988, an additional 22 programs were funded.

The Illinois Supported Employment Project (ISEP) at the University of Illinois was also funded by DORS, the Governor's Planning Council, and the Department of Mental Health and Developmental Disabilities to (a) develop and implement an information system to gather and analyze program outcomes, (b) devise and implement a program evaluation model, and (c) provide technical assistance in the areas of model program development.

Information system. The information management system developed by ISEP generates data on program and supported employee outcomes which are used for a variety of purposes. Regular reports are sent to funding agencies and local programs in order to keep them abreast of activities at both the state and local level.

In designing the system, ISEP staff members attempted to be sensitive to the extra burdens that reporting requests place on community programs and

still be able to collect the data necessary to track the impact and activities of the project across the state. Information is taken from four different sources for entry into the system. First, a worker characteristics form is completed for each individual who enters a supported employment program; the form requests demographic and assessment information as well as information about living arrangements, previous placements, the type of current placement, method of transportation, and an employment history.

Programs provide monthly updates on each individual on two separate forms. The first is the Job Coach/Co-worker Involvement Form, which requests a breakdown of the hours spent in providing supportive services by the employment specialists and the types of involvement co-workers have with the target employee. The second form is the Benefit-Cost Analysis Form, which requests information on the status of the supported employee, financial outcomes of employment, and additional programs or services the individual received.

When a change in employment occurs, a Job Separation Form is completed by the program. This form provides information on the type of employment from which the individual was terminated, the reason(s) for separation, the length of time employed before separation, the average hours per week of on-site assistance by the job coach for the month before separation, and a description of the individual's activities since job separation.

It is possible to have more than 103 data points on a given individual during a month. The immensity of the task is apparent when it is remembered that in 1988, 700 individuals were enrolled in supported employment programs in Illinois.

Program Evaluation. A primary focus of ISEP has been to evaluate the degree to which model programs have implemented supported employment-related services. The supported employment Degree of Implementation (DOI) instrument was developed through a review of model program services reported by Lagomarcino (1986), Wehman (1986), and Vogelsberg (1986). The DOI contains 26 items which are grouped into five components: (a) community survey and analysis, (b) job match, (c) job placement, (d) job maintenance, and (e) related job services/interagency coordination.

Community Survey and Job Analysis activities include surveying the community for potential job placement sites through telephone calls, mail correspondence, and personal contact. This component also involves identifying the vocational skills and social-interpersonal behavior requisites for a particular job. Job Match services include assessing supported employee characteristics in relation to job requisites and includes documenting the use of psychometrically valid assessment instruments along with ecological inventories as the basis for making accurate judgments that result in a successful job match. Job Placement, illustrated in Table 2, refers to procedures utilized to teach supported employees to perform the job. These procedures typically require behavior management strategies and job modifications to adapt the job to supported employees' abilities, in addition to planning to maintain the performance acquired through training after the training period has ended. The placement period includes the first six months after actual job placement and before the Job Maintenance phase.

The final component, Related Job Services/Interagency Coordination, is concerned with enhancing the quality of the employee's life through multiple agency cooperation. The overall focus of this component is to

Table 2. Job Placement

Evaluates target employees' performance to determine training needs.
Utilizes behavior management strategies.
Restructures job to adapt to target employees' skills.
Develops plan to maintain acceptable level of performance.
Develops plan for support services during Job Maintenance phase.
Obtains feedback from employer/supervisor through work performance evaluations.

Source: Trach, J., Rusch, F., & DeStefano, L. (1987). Supported employment program development: Degree of implementation manual. In J. Trach & F. R. Rusch (Eds.), Supported employment in Illinois: Program implementation and evaluation (Vol. 1). Champaign: Secondary Transition Intervention Effectiveness Institute, University of Illinois.

ensure that the supported employee keeps his or her position in society. Related job services consist of the actual programs, individuals, and subcomponents of participating agencies that provide the direct services needed to secure, train, and maintain a job placement. Interagency coordination convenes those agencies that function independently of each other, but provide necessary services for a particular individual which might affect the job placement and retention.

ISEP staff score the DOI during site visits, based on documentation provided by program staff and direct observation. The three-part scoring system requires the classification of an activity as nonexistent (score = 0), emergent (score = 1), or present (score = 2). For example, if a program had documented the development of individual plans to maintain acceptable levels of performance for at least 50% of the individuals placed at employment sites, that activity would be scored as 1, or emergent.

Technical assistance. In order to meet technical assistance objectives, ISEP has developed a program that provides information that pertains to individual program needs. A contractual agreement that identifies specific areas in which the programs request assistance is made with all of the model programs. An ongoing general educational program is provided through a series of statewide conferences throughout the year. The general format of the conferences has been presentations which are followed by discussion. Topics, which are selected on the basis of participant feedback, have included generalization training, promoting autonomy at the worksite, developing an effective follow-up program, and obtaining extended funding for supported employment. Data-based presentations have focused on such topics as the costs versus benefits of supported employment at individual and program as well as state levels, the

DOI and its use for both program development and evaluation, descriptions of the population being served in the state, and analysis of job separation factors.

Impact of the Supported Employment Program in Illinois

Employee characteristics. Between July 1, 1987 and June 30, 1988 700 supported employees were provided with supported employment services. Table 3 indicates that 66% (n = 465) of the workers in the program were diagnosed with mental retardation, 62% of these with mild mental retardation and 38% with moderate, severe, or profound mental retardation. There are 442 males and 256 females; their average age is 32 years. The group includes 557 Whites, 98 Blacks, 7 Asians, 24 Hispanics, and 1 American Indian.

Outcomes. Table 4 shows the placement models used throughout the state and indicates that 47% (n = 331) of all participants were in clustered placements, followed by 46% (n = 322) in individual placements, and 8% (n = 47) in mobile work crews. Additionally Table 4 shows that 85% of the placements came from sheltered programs offering a variety of services.

Table 4 also reflects outcomes by placement model, providing information on hourly wages, annual income, annual tax withheld, monthly work hours, and months employed. Employees in individual placements worked the most hours, had the highest incomes, and had the most taxes withheld, followed by clustered placements and mobile work crews. The average employee in a supported employment program in Illinois has been employed 6.1 months, works 80.83 hours per month at a wage of $3.02 per hour, earns $1,692.01 annually, and has $233.87 deducted in FICA and withholding taxes. The economic contribution of supported employment to the economy in Illinois should not be ignored; the combined annual incomes of individuals working in

Table 3. Demographic Characteristics-1988

Disability Categories			
Learning Disability	27	Traumatic brain injury	9
Mild MR (IQ range 55-75)	288	Physical disability	24
Moderate MR (IQ range 40-54)	134	Health impaired	11
Severe MR (IQ range 25-39)	33	Substance abuse	1
Profound MR (IQ range 0-24)	10	Autism	14
Mental illness	97	Not reported	40
Sensory impairments	12	Total	700
Gender		**Race/Ethnicity**	
Male	442	White	557
Female	256	Black	98
Not Reported	2	Hispanic	24
Total	700	Asian	7
		American Indian	1
		Not Reported	13
		Total	700

Table 4. Employee Characteristics by Model of Service Delivery

Employee Characteristics	Individual Placement	Clustered Placement	Mobile Crew	Total
Average Age	31.2 (n=322)	32 (n=331)	35 (n=47)	32 (n=700)
Average FSIQ	62.6 (n=209)	59.4 (n=307)	66.5 (n=42)	61.6 (n=558)
Previous Placement Models				
Developmental Training I	0	0	2	2
Developmental Training II	30	73	13	116
Regular Work[a]	107	98	15	220
Work Adjustment Training	28	33	9	70
Skill Training	14	13	1	28
Vocational Development	2	12	0	14
Evaluation	8	2	2	12
School	23	37	0	60
Community	40	4	0	44
Not Reported				134
TOTAL				700
Outcome by Placement				
Average Hourly Wage	$3.51 (n=281)	$2.63 (n=311)	$2.69 (n=47)	$3.02 (n=639)
Average Hours Worked/Month	87.42 (n=273)	77.39 (n=311)	65.29 (n=47)	80.83 (n=631)
Average Months Employed	5.2 (n=322)	6.7 (n=331)	7.5 (n=47)	6.1 (n=700)
Average Annual Income	$1,912.12 (n=258)	$1,554.12 (n=310)	$1,393.17 (n=47)	$1,692.01 (n=615)
Average Annual Tax Withheld	$263.81 (n=258)	$212.73 (n=310)	$178.73 (n=47)	$233.87 (n=615)

[a]Regular Work refers to sheltered employment in Illinois.

these programs is approximately $1,040,586 with approximately $143,295 withheld in taxes. It is not known how many of these individuals have all or part of their withholding taxes refunded to them.

Table 5 shows average hours worked, gross hourly wages, and monthly income by category of disability and type of placement for the time period between April and June, 1988. As indicated earlier, the majority of individuals in supported employment programs have been diagnosed as having mental retardation. Persons diagnosed with mild mental retardation worked an average of 87.4 hours per month, at a wage of $2.39 per hour, with a monthly gross income of $252.59. Individuals with moderate mental retardation averaged 73.5 hours per month, earning $2.64 per hour and $194.04 per month. Employees in the severe and profound category worked an average of 76.3 hours per month, at $1.73 per hour and $132.00 per month.

During 1988, workers were employed in a variety of occupations. Table 6 breaks down job categories by the different placement models and is illustrated in Figure 1. The nine different types of positions (light industry, laundry, warehouse, janitorial/maintenance, retail, grounds maintenance, food service, clerical, and health care) contain 19 different jobs. Janitorial/maintenance occupations employ the most individuals (n=175) working primarily in clustered placements (n=76). Light industry occupations employ the second largest number of individuals (n=148), mostly as assembly line workers in clustered placements (n=100). These two job categories account for 46% of all jobs in supported employment in Illinois. The next largest job category is food service occupations (n=97), accounting for 32% of the job categories.

Fringe benefits are an important part of an employment package for an individual. As shown in Figure 2, 248 (16%) of the individuals who worked

Table 5. Average Hours Worked, Hourly Wages, and Gross Monthly Wages by Disability and Placement (April-June 1988)

	Across All Placements		Individual Placements		Clustered Placements		Mobile Work Crew	
	Average Hours Worked per Month							
	N	Hours	N	Hours	N	Hours	N	Hours
Learning Disability	17	93.9	9	114.2	7	79.5	1	13.8
Mental Retardation								
Mild	207	87.4	70	86.2	119	89.9	18	76.0
Moderate	111	73.5	39	76.7	69	74.0	3	22.5
Severe	28	82.7	8	92.9	18	84.7	2	24.4
Profound	5	40.4	-	-	5	40.4	-	-
Mental Illness	56	84.2	30	88.9	23	82.6	3	40.2
Sensory Impairments	10	99.5	8	107.3	2	68.1	-	-
Traumatic Brain Injury	5	88.3	2	73.5	2	88.8	1	117.0
Physical Disability	15	113.0	7	122.7	6	98.3	1	139.0
Health Impaired	11	100.3	6	96.0	4	128.3	1	14.0
Substance Abuse	1	134.7	1	134.7	-	-	-	-
	Average Hourly Wages							
	N	$	N	$	N	$	N	$
Learning Disability	17	3.03	9	2.92	7	3.35	1	1.86
Mental Retardation								
Mild	209	2.89	71	3.21	120	2.73	18	2.70
Moderate	112	2.64	39	2.91	70	2.49	3	2.69
Severe	28	1.83	8	2.47	18	1.47	2	2.51
Profound	5	1.14	-	-	5	1.41	-	-
Mental Illness	60	4.18	34	4.79	23	3.42	3	3.03
Sensory Impairments	10	3.93	8	4.44	2	1.90	-	-
Traumatic Brain Injury	5	2.78	2	3.68	2	2.15	1	2.24
Physical Disability	14	3.93	7	4.77	6	3.08	1	3.21
Health Impaired	11	3.50	6	4.20	4	2.62	1	2.84
Substance Abuse	1	4.50	1	4.50	-	-	-	-
	Gross Monthly Income							
	N	$	N	$	N	$	N	$
Learning Disability	17	301.50	9	343.79	7	286.58	1	25.73
Mental Retardation								
Mild	205	254.70	69	253.97	118	257.09	18	213.68
Moderate	112	200.60	39	239.17	70	183.71	3	93.28
Severe	28	143.91	8	218.64	18	121.54	2	46.38
Profound	5	51.95	-	-	5	51.95	-	-
Mental Illness	54	393.42	28	497.34	23	302.66	3	119.26
Sensory Impairments	10	430.60	8	501.17	2	148.30	-	-
Traumatic Brain Injury	5	232.31	2	262.87	2	186.86	1	262.08
Physical Disability	15	473.52	8	603.53	6	308.58	1	423.05
Health Impaired	11	330.36	6	412.23	4	280.23	1	39.70
Substance Abuse	1	756.00	1	756.00	-	-	-	-

Table 6. Job Categories by Placement Models

	All Placements	Individual Placement	Clustered Placements	Mobile Work Crew
Janitorial/Maintenance	175	77	76	22
Light Industry	146	42	100	4
Food Service	97	45	52	-
Grounds Maintenance	65	31	19	15
Not Reported	60	39	17	4
Clerical	59	46	13	-
Retail	37	18	19	-
Warehouse	27	5	22	-
Laundry	20	9	11	-
Health Care	12	8	2	2

in supported employment projects in 1988 received some form of paid fringe benefit. The majority received paid vacations (65%), followed by paid sick leave (25%), and medical insurance (10%). Although many of the occupations typically identified with supported employment do not commonly include fringe benefits, it is not known at this point why some individuals receive paid benefits and others do not.

While the impact on the employment outcomes of supported employees is clear, a number of issues associated with supported employment are not. Implementation issues such as reasons for job separation, effective instructional technology, cost-benefit analysis of supported employment, and program evaluation/development form the basis of ongoing research efforts at the University of Illinois at Urbana-Champaign. Job separation, cost-benefit analysis, and program evaluation/development will not be addressed here.

Figure 1. Job Categories - 1988
(N = 700)

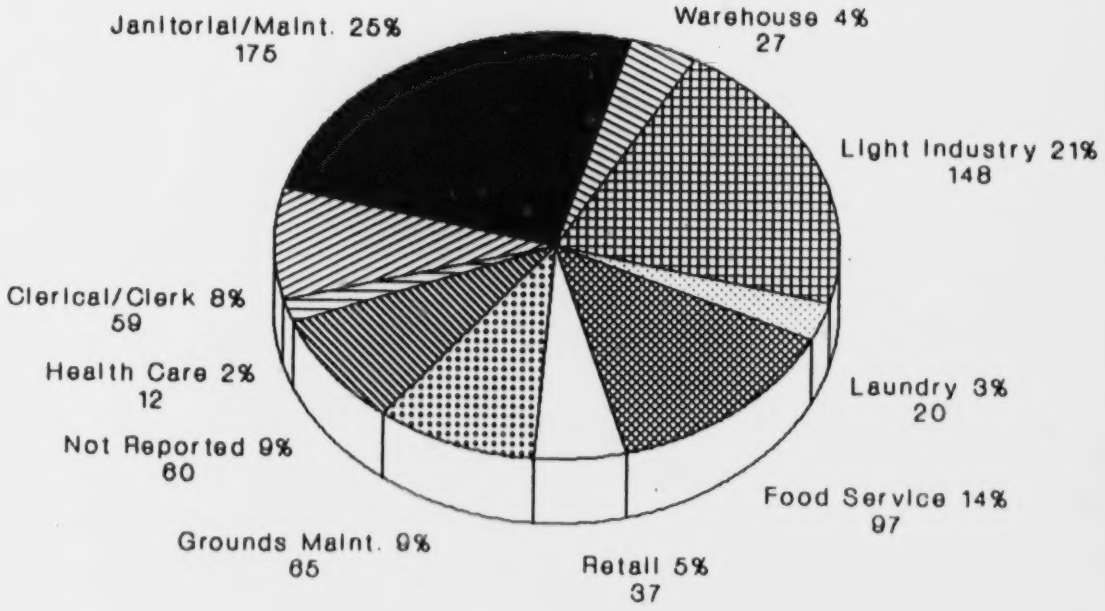
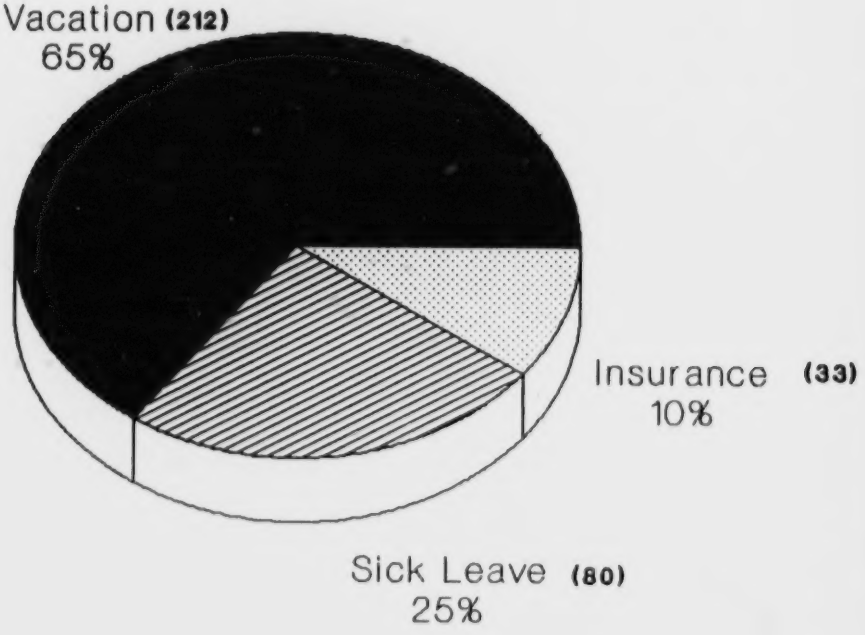


Figure 2. Fringe Benefits - 1988
(N = 248)



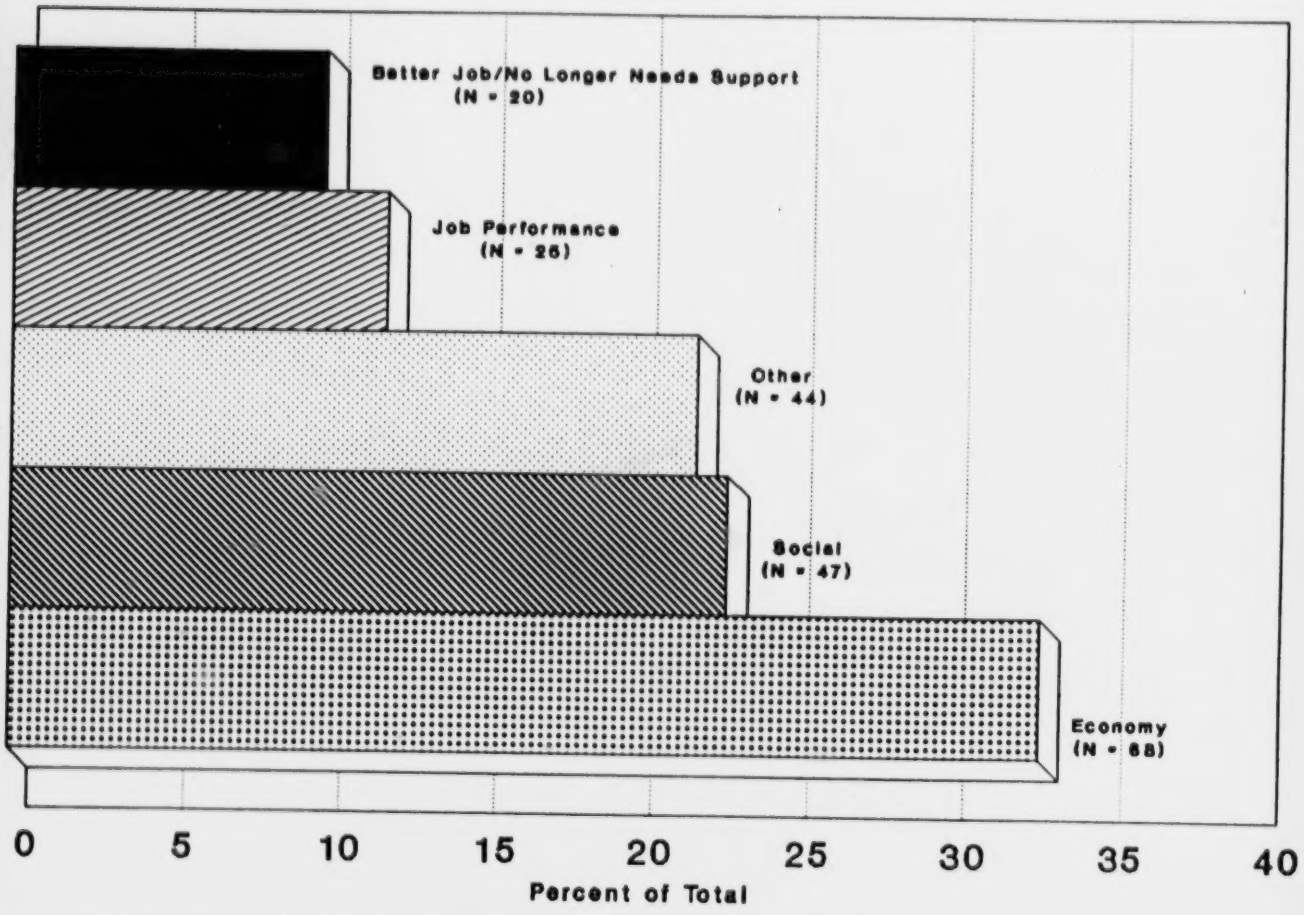
Implementation Issues

Kregel, Wehman, Revell, & Hill (in press) state that almost half of the individuals in supported employment in Virginia are not employed after two years. Lagomarcino and Rusch (1989) have found that approximately 30% of the employees working in Illinois supported employment programs since November 1985 have been separated from at least one job. These reports raise concern, given that a defining component of "supported" is the provision of follow-along services to assure success.

The major cause of job separation for the group Lagomarcino studied, as illustrated in Figure 3, are economic factors, which account for 33% of all separations. However this conclusion must be viewed with caution, because two agencies accounted for many of these separations. Socially related reasons accounted for 23% of the separations, followed by other reasons (22%), job performance (12%), and individuals leaving for better jobs or no longer needing support (12%). The majority of the separations in the "other" category were due to individuals moving out of the area.

It is significant that social reasons were almost twice as often cited for job separation as job performance problems. Lagomarcino concluded that without the opportunity to interact with a variety of individuals in community settings, supported employees will not learn the social skills they need. Although this has implications for experiences while the employee is still in school, it is also important for those who have already left school and are not in community based programming. Additionally, it must be noted that when combined, performance and social problems were the major cause of job separation (excluding economic factors as noted above). Both of these are directly affected by instructional technologies which include behavior self-management, co-worker involvement, and factors associated with job coaches.

Figure 3. Primary Reason for Job Separation
(N = 204)



Taken from Lagomarcino, T. R., & Rusch, F.R. (1989). A descriptive analysis of reasons why supported employees separate from their jobs. In C. Hanley-Maxwell and D. Harley (Eds.), Special report: An examination of the impact of supported employment on our nation's citizens with severe disabilities. Washington, D.C. President's Committee on Employment of Persons with Disabilities.

BEST COPY AVAILABLE

Instructional technology is an area which has been investigated in Illinois in an effort to study how the number of negative job separations can be reduced. Self-management techniques which teach supported employees to gain more control over their job and enhance co-worker involvement may become a powerful resource. Because of the co-workers' presence in the work environment and the possibility that supported employees may be performing the same or similar tasks, co-worker involvement has become the focus of emerging instructional technology.

Self-management has as a goal to develop autonomy in the employee in order to reduce the level of supervision required to maintain acceptable job performance. This is significant not only in the context of individual independence, but also because it has been found that the majority of intervention strategies currently used to provide ongoing support on the job foster dependence on the employment specialist rather than on the natural cues in the work environment for maintaining behavior (Mithaug, Martin, Agran, & Rusch, 1988).

Agran and Martin (1987) identified four self-management techniques that have proven to be effective in employment settings. These are picture prompts, self-instruction, self-monitoring, and self-reinforcement. Picture prompts are prearranged visual cues used by the supported employee to prompt desired behavior; self-instruction utilizes verbal cues, produced by the employee, to guide subsequent behavior; self-monitoring refers to individual's observing their own behavior and then reporting or recording their performance; and self-reinforcement refers to reinforcement provided by employees for their own behavior contingent upon performance of target behaviors. Table 7 overviews recent recommendations

Table 7. Steps in Self-Management

1. Identify the problem through evaluation
2. Verify the problem through observation
3. Establish a range of acceptable behavior
4. Assess the work environment for naturally occurring stimuli and reinforcers
5. Select self-management procedures:
   (a) Consider specific job requirements
   (b) Consider the acceptability of the procedure within the work place
6. Train self-management skills by withdrawing external assistance:
   (a) Task analyze target behavior and self-management procedures
   (b) Train sequential steps through external assistance
   (c) Withdraw external assistance
7. Evaluate the effects of self-management:
   (a) Assess the maintenance of self-management procedures
   (b) Validate change in target behavior

Source: Lagomarcino, T., Hughes, C., & Rusch, F. R. (1988). Utilizing self-management to teach independence on the job. In T. Lagomarcino, C. Hughes, & F. R. Rusch (Eds.), Self-management: Facilitating employee independence in supported employment settings (Vol. 4). Champaign: Secondary Transition Intervention Effectiveness Institute, University of Illinois.

made by Lagomarcino, Hughes, and Rusch when considering teaching supported employees to become more independent in the workplace.

Studies of the social ecology of the work site have demonstrated that employment sites are very social settings, with employees frequently interacting with their supervisors and co-workers about job-related and nonrelated tasks (Chadsey-Rusch & Gonzalez, in press). Conversations at work sites are predominately task related, and this pattern is true for workers with and without handicaps. Nisbet and Hagner (1988) recently concluded that promoting co-worker involvement as a natural support may be one means of providing consistent, ongoing follow-up services in integrated work settings.

Recent research reported by Rusch, Johnson, and Hughes (in press) suggests that co-workers (a) train, (b) associate, (c) befriend, (d) advocate, (e) collect data, and (f) evaluate performance. In the training relationship, the co-worker provides on-the-job training. An associating relationship exists when a co-worker merely interacts with the employee at some time, whereas befriending occurs when the co-worker interacts with the supported employee outside the work setting. When co-workers advocate, they protect, optimize, or support the supported employee's employment status. If co-workers evaluate performance, they provide feedback regarding social and work performance.

Over a five-month period, Rusch et al. (1988) indicated that supported employees (N = 309) tended to experience co-worker associating most frequently (79%), followed by evaluating (62%), training (52%), advocating (37%), befriending (23%), and data collection (17%). Thirty-one persons with severe/profound handicaps were included in the sample. On the average approximately 45% of all supported employees with borderline, mild, and

moderate mental retardation had experienced some type of co-worker involvement. In comparison, only 22% of the individuals with severe/profound handicaps had experienced some type of co-worker involvement. Only 2% of this group had experienced some type of befriending, 8% had had a co-worker advocate for them, and 28% had received some training from their co-workers.

In response to the question of whether or not co-worker involvement varies with respect to type of placement, Rusch et al. found a significant difference between the average frequency of occurrence and nonoccurrence of co-worker involvement with respect to individual, clustered, and mobile crew placements. A higher proportion (71%) of individuals in mobile crew placements did not experience co-worker involvement. Co-worker involvement did not increase over time in any of the settings.

Most recently, Rusch, Hughes, McNair, and Wilson (1987) developed the Co-worker Involvement Index containing the following items: physical integration, social integration, training, associating (frequency), associating (appropriateness), befriending, advocating, evaluating, and giving information.

Employment specialists are expected to perform multiple and often conflicting roles. Program coordinators, employers, co-workers, direct service agency employees, agency management, parents, and supported employees were interviewed in order to examine their perceptions of the roles and duties of employment specialists (Winking, DeStefano, & Rusch, in press). The uniqueness of the position was reflected by all those interviewed, along with the impression that "the position could not be assumed effectively by someone not possessing sophisticated skills in the areas of management, communication, and decision making" (p.106). Parents' perceptions differed slightly from those of employers and program staff in

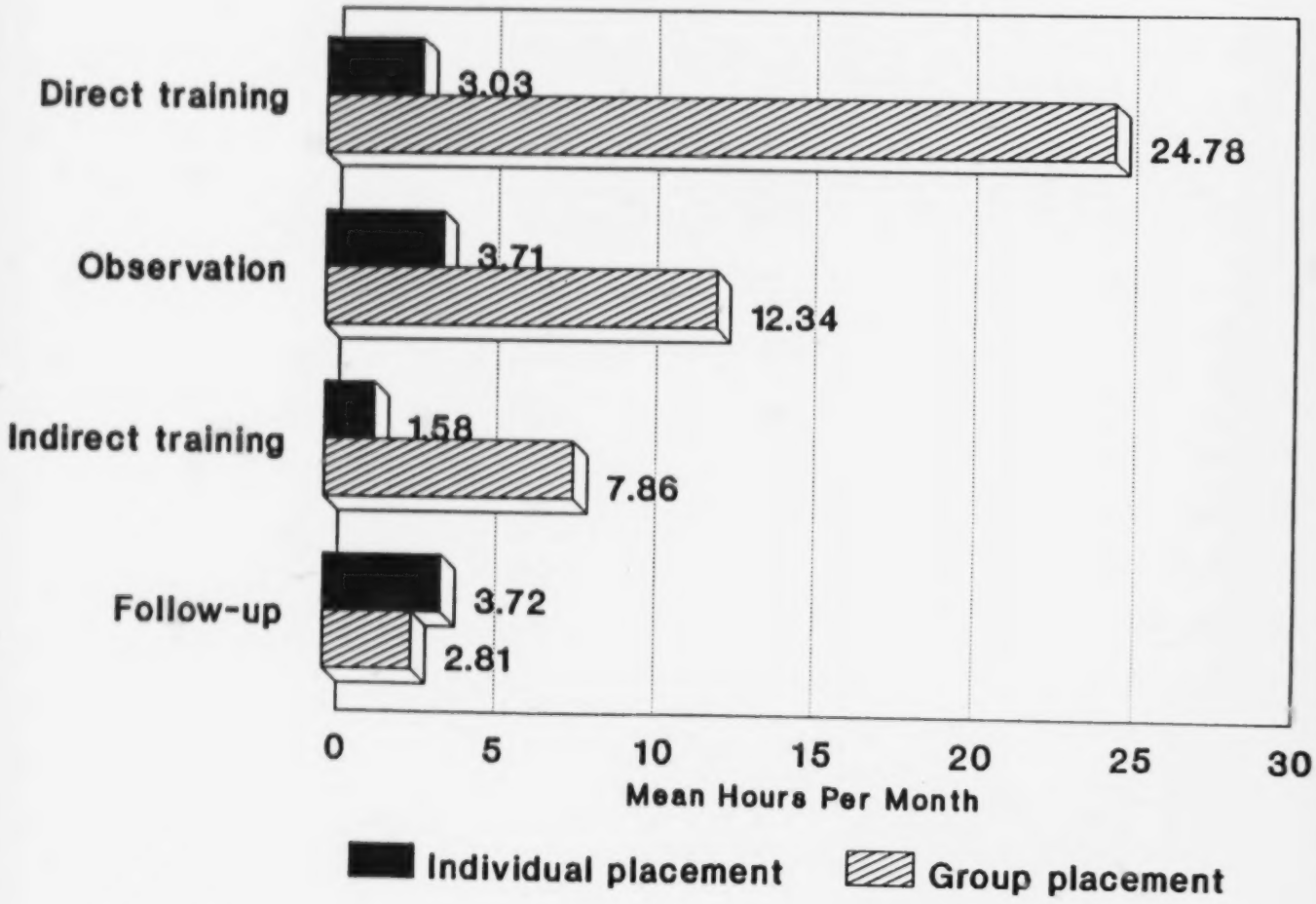
that parents stressed the guidance and protection the job coach would provide, rather than direct training to promote independence.

Regardless of any difference in perceptions, the primary activity of a job coach is currently the provision of direct training. In a study of 16 programs involving 105 supported employees over a 7-month period, Rusch, Winking, Trach, Tines, and Johnson (1988) found that there appears to be a significant difference in the amount of time spent in direct training across program models. Figure 4 indicates that in one month, approximately 25 hours were spent in direct training, 12 hours in observation, 8 hours in indirect training, and 3 hours in follow-up in group placements. In individual placements, however, an almost equal amount of time was spent in all categories. This difference warrants further investigation, particularly in light of a recent analysis of direct training hours, which has indicated that there is little reduction in hours spent in direct training, across any supported employment model, over time (Johnson & Rusch, in press).

In an analysis of employment requirements for job coaches in Illinois, Rusch et al. (1989) found that almost 70% of the programs required some college hours, 52% required one to two years of work experience with persons with disabilities, and 39% required experience with disability groups as well as experience in business. Of the individuals actually employed as job coaches, 44% had a bachelor's degree, 57% had some work experience with a disability group, and 4% had experience with both disability groups and business. It is of interest to note that of those hired with a bachelor's degree, only 34% had a degree in a field of study related to social services. The fact that only 4% had experience with both disabilities and business reflects the uniqueness of the position.

Figure 4. Job Coach Intervention Time

(N = 105 Job Coaches from 16 model programs)



Taken from Winking, D., DeStefano, L., and Rusch, F. R. (1988). Supported Employment in Illinois: Job Coach Issues (Vol. 3). The Secondary Transition Intervention Effectiveness Institute, The University of Illinois at Urbana - Champaign.

BEST COPY AVAILABLE

The study showed that although almost 70% of the programs required some college hours, mean salaries for employment specialists in Illinois was $12,628 for those without experience and $13,482 for those with it. Even with the recognition that the position requires unique skills and experiences, only 29% of the responding agencies reported that job coach salaries were higher than a comparison group of other direct service positions within the agency. It is not surprising that turnover for this position in Illinois is almost 47% a year. Of the individuals who left these positions, 61% reported that they left this position for offers of more money and promotions.

It appears that we have created a different employment option with many of the conditions that plague its predecessor. Clearly, more research is needed not only to understand the dynamics of the job coach position, but also to determine how to counteract the negative factors that lead to the high turnover rates reported.

Conclusion

This article provides a description of the development and impact of supported employment as it has been implemented in Illinois. Significant economic gains have been made for individuals in these programs. The majority of individuals in Illinois are working in clustered placements, performing janitorial or light industrial jobs. Although a wide majority of disabilities are represented, individuals diagnosed with mental retardation constitute 66% of the population. As has been reported in other states, people with mild and moderate levels of mental retardation constitute the majority of participants in supported employment. In Illinois they represent 90% of this segment. This pattern is expected to continue in the future. Additionally there is an increasing number of individuals diagnosed with mental illness.

It is important to note that the majority of the job separations (65%) in Illinois are due to reasons other than job or social performance discrepancies (areas affected by direct training technology). This finding suggests that although it is important to focus on training technologies, we must take a larger view of what contributes to successful employment.

References

Agran, M., & Martin, J. E. (1987). Applying a technology of self-control in community environments for individuals who are mentally retarded. In M. Hersen, R. Eisler, & P. Miller (Eds), Progress in behavior modification (Vol. 12, pp. 108- 151). Newbury Park, CA: Sage.

Chadsey-Rusch, J. (1986). Identifying and teaching valued social behaviors. In F. R. Rusch (Ed.), Competitive employment issues and strategies (pp. 273-387). Baltimore, MD: Paul H. Brookes.

Chadsey-Rusch, J., & Gonzalez, P. (in press). Social ecology of the workplace: Employers' perceptions versus observation. Research in Developmental Disabilities.

Gifford, J.L., Rusch, F.R., Martin, F.R., & White, D.M. (1984). Autonomy and adaptability in work behavior of retarded clients. In N. R. Ellis & N. W. Bray (Eds.), International review of research in mental retardation (Vol. 12, pp. 285-318). New York: Academic Press.

Gold, M. W. (1980). Did I say that? Champaign, IL: Research Press.

Gold, M. W. (1975). Vocational training. In J. Wortis (Ed.), Mental retardation and developmental disabilities: An annual review (Vol. 7, pp. 254-264). New York: Brunner/Mazel.

Johnson, J., & Rusch, F. R. (in press). An analysis of the hours of direct training by employment specialists to supported employees. American Journal of Mental Retardation.

Kregel, J., Wehman, P., Revell, W. G., & Hill, M. (in press). Supported employment in Virginia: 1980-1988. In F. R. Rusch (Ed.), Introduction to supported employment. DeKalb, IL: Sycamore.

Lagomarcino, T. (1986). Community services: Using the supported work model within an adult service agency. In F. R. Rusch (Ed.), Competitive employment issues and strategies (pp. 65-77). Baltimore: Paul H. Brookes.

Lagomarcino, T. R., Hughes, C., & Rusch, F. R. (1988). Self-management: Facilitating employee independence in supported employment settings (Vol. 4). Champaign: The Secondary Transition Intervention Effectiveness Institute, University of Illinois.

Lagomarcino, T. R., & Rusch, F. R. (1989). A descriptive analysis of reasons why supported employees separate from their jobs. In C. Hanley-Maxwell & D. Harley (Eds.), Special report: An examination of the impact of supported employment on our nation's citizens with severe disabilities. Washington, DC: President's Committee on Employment of Persons with Disabilities.

Mithaug, D. E., Martin, J. E., Agran, M., & Rusch, F. R. (1988). Why special education graduates fail: How to teach them to succeed. Colorado Springs, CO: Ascent Publications.

Nisbet, J., & Hagner, D. (1988). Natural supports in the work place: A reexamination of supported employment. The Journal of the Association for Persons with Severe Handicaps, 13(4), 260-267.

Pomerantz, D., & Marholin, D. (1977). Vocational habilitation: A time for change. In E. Sontag. J., Smith, & N. Certo (Eds.), Educational programming for the severely and profoundly handicapped (pp. 129-141). Reston, VA: Council for Exceptional Children, Division on Mental Retardation.

Rusch, F. R. (1983). Competitive vocational training. In M. Snell (Ed.), Systematic instruction of the moderately and severely handicapped (2nd ed.) (pp.503-523). Columbus, OH: Charles E. Merrill.

Rusch, F. R., Chadsey-Rusch, J., & Lagomarcino, T. (1986). Preparing students for employment. In M. Snell (Ed.), Systematic instruction of the moderately/severely handicapped (3rd ed.) (pp. 471-490). Columbus, OH: Charles E. Merrill.

Rusch, F. R., Hughes, C., & Johnson, J. R. (1988). An analysis of the type and level of co-worker involvement with supported employees. Champaign: Secondary Transition Intervention Effectiveness Institute, University of Illinois.

Rusch, F. R., Hughes, C., McNair, J., & Wilson, P. (1989). Co-worker involvement scoring manual and instrument. Champaign: Secondary Transition Intervention Effectiveness Institute, University of Illinois.

Rusch, F. R., & Minch, K. E. (1988). Identification of co-worker involvement in supported employment: A review and analysis. Research in Developmental Disabilities, 7, 299-314.

Rusch, F. R., & Schutz, R. P. (1979). Non-sheltered employment of the mentally retarded adult: Research to reality? Journal of Contemporary Business, 8, 5-98.

Rusch, F. R., Winking, D., Trach, J., Tines, J., & Johnson, J. R. (1989). Supported employment in Illinois: Economics, industry, and the disabled worker. In W. Kiernan & R. Schalock (Eds.), A look ahead: Economics, business, and industry. Baltimore: Paul H. Brookes.

Schneider, K. E., Martin, M. E., & Rusch, F. R. (1981). Are we sacrificing quality? Costs versus benefits of sheltered and non-sheltered vocational training programs. Counterpoint, November, 1 and 28.

Vogelsberg, T. (1986). Competitive employment in Vermont. In F. R. Rusch (Ed.), Competitive employment issues and strategies (pp. 35-49). Baltimore: Paul H. Brookes.

Wehman, P. (1986). Competitive employment in Virginia. In F. R. Rusch (Ed.), Competitive employment issues and strategies (pp. 23-35). Baltimore: Paul H. Brookes.

Winking, D., DeStefano, L., & Rusch, F. R. (1988). Supported employment in Illinois: Job coach issues (Vol. 3). Champaign: Secondary Transition Intervention Effectiveness Institute, University of Illinois.

Model Program Profiles

The following information presents 10 agencies that provide exemplary supported employment programming in Illinois. The client profiles describe actual supported employees; only the clients' names have been changed to protect their privacy.

Program Title:
Association for Retarded Citizens of Springfield

Agency #: 411

Program Coordinator:
Mary Anne Willmore

Program Site Address:
2719 S. 11th St.
Springfield, IL 62703

Contact Person:
Mary Anne Willmore

Geographic Area Served:
Metropolitan area (100,000+) with public transportation (Sangamon - Menard Counties)

Telephone:
217-789-2560

Funding Source:
Short Term: DORS
Long Term: DMHDD

Program Start Date: 12/85
Program End Date: NA

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Residential/education/rehabilitation facility, LEA, public secondary school and hospitals

PROGRAM PURPOSE
The goal of the program is to provide community employment opportunities to individuals with moderate to profound mental retardation. Individuals targeted for services included (1) recipients of day training programs, (2) recent special education graduates, and (3) those who have experienced repeated failures in competitive employments.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
1. Placement of five new clients into supported employment.
2. Involvement of consumers, parents, and business leaders in supported employment services for ARC.
3. Design and develop CARF required referral, discharge, and follow-up policies and procedures.
4. Increase hours and wages of clients currently placed.
5. Begin monitoring stabilized SEP sites, with monitoring occurring not less than twice monthly.

CONVERSION PLAN
Conversion plan is being explored at this time

PROGRAM PRODUCTS
None

OUTCOMES (N=29)

Placement Types

Individual	1
Clustered	28

Primary Handicap

MMR	4
MOMR	21
SMR	4

Previous Placement

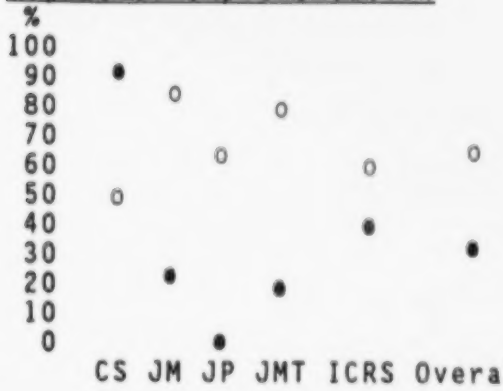
DT II	22
RW	6
SC	1

Mean hours worked per month: 66

Mean gross earnings per month: $146.34

Mean hourly income: $2.23

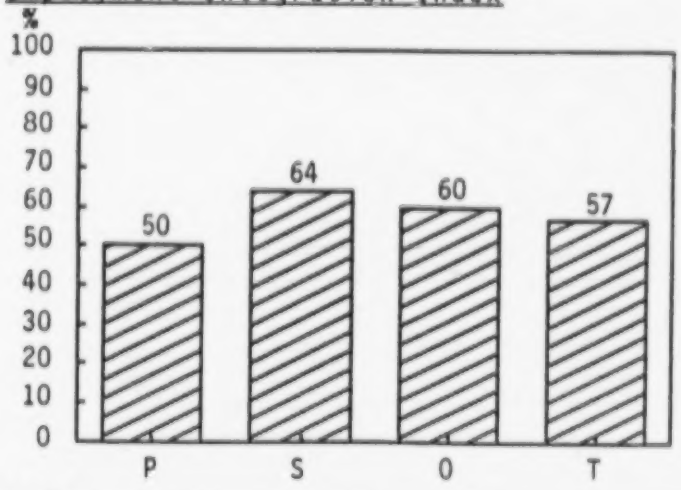
Degree of Implementation



Key

CS	Community Survey & Job Analysis
JM	Job Match
JMT	Job Maintenance
ICRS	Interagency Coordination/Related Job Services
o	December 1987
•	June 1988

Employment Integration Index



Key

P	Physical
S	Social
O	Organizational
T	Total

Co-Worker Involvement Index

	Supported Employees				
	C.C.	D.B.	P.F.	M.S.	R.T.
Physical Integration	2	0	2	2	1
Social Integration	2	2	1	2	2
Training	1	1	2	1	1
Associating					
Frequency	2	2	2	2	2
Appropriateness	2	2	2	2	2
Befriending	1	1	2	1	1
Advocating	1	1	2	2	2
Evaluating	2	2	2	2	0
Giving Information	1	1	2	2	2
Total	14	12	17	16	13

2 - High 1 - Moderate 0 - Low

Client Profile: Mandy G.

Mandy G. is a mother for the first time. On March 26, 1989, she gave birth to a 7 lb. 15 oz. boy. The delivery was natural with no complications. Her friends and co-workers gave her a baby shower, complete with a baby stroller!

Six weeks later, Mandy saw her baby off to the day care center by 8 a.m. then caught the 8:15 a.m. city bus to downtown Springfield. Upon arriving downtown, Mandy made her way to a local business, where she is employed as a clerical assistance. This appears to be a typical morning for the majority of working mothers, except Mandy has been diagnosed as moderately mentally retarded.

Mandy attended public schools in the special education classes and graduated in May of 1986. Four weeks after graduation she secured a position as a clerical assistant through ARC's Supported Employment Program. Her job as a clerical assistant involves sorting mail at the mail desk, opening large envelopes, and completing other assorted office tasks. Mandy continued employment in spite of the occasional discomforts of pregnancy.

As a permanent part-time employee, Mandy receives benefits that include paid holidays and vacation days. Her employer describes her as a very dependable employee, who rarely misses a day. In fact, Mandy reported back to work promptly at the end of her six-week maternity leave.

Staff members who have known Mandy have recognized many changes over the past three years. Mandy is more at ease in a group of people and can joke and interact with people whom she would not have acknowledged in the past. She takes pride in her appearance and especially in her work.

Mandy has learned to organize her leisure time as well as her spending money. She takes advantage of her regularly scheduled days off. Payday finds Mandy faithfully shopping at Springfield's local malls. She regularly has her hair done and enjoys weekly bingo outings.

Mandy received assistance from SEP in obtaining prenatal health care, including routine medical exams, baby care classes, and Lamaze instructions. Her family received support from ARC of Springfield by providing a listening ear to their concerns. Mandy received assistance to find day care and was linked with agencies that help young single parents and their children.

Mandy's days are busy caring for an infant, holding down a job, and helping at home. With support and inter/intra-agency coordination, Mandy can continue to participate as a valued member of the community, living, working and socializing in her local community and seeing herself and being seen by others as a unique, valued, and contributing human being.

Program Title:
Cornerstone Services, Inc./
Will County Sheltered Workshop

Agency #: 487

Program Coordinator:
Cindy Lapicki

Program Site Address:
2401 W. Jefferson St.
Joliet, IL 60453

Contact Person:
Cindy Lapicki

Geographic Area Served:
Metropolitan area (100,000+) with public transportation system

Telephone:
815-744-7204

Funding Source:
Short Term: DORS
Long Term: DMHDD or other

Program Start Date: 12/85
Program End Date: NA

PRIMARY GRANTEE

Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS

DORS, DMHDD, Will County Mental Health Clinic, Joliet Park District, Will County Health Department, Greater Joliet Elderly and Handicapped Transportation, Cornerstone Services' Residential Program

PROGRAM PURPOSE

The purpose of the supported employment program is to allow individuals with severe disabilities the opportunity to work in the least restrictive environment. These individuals would otherwise be unable to maintain competitive employment.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)

Currently, eight persons with moderate mental retardation and eight persons with chronic mental illness work with the support of employment specialists at four McDonald's Restaurants.

The workers in these job sites perform the job responsibilities of a crew person, which includes food preparation and cooking, cleaning, stock work, and dishwashing.

Other vocational training is provided in interpersonal skills, job retention skills, coping skills, daily living skills, work habits training, problem solving, and decision making. A support group is conducted to assist clients with the transition to competitive employment. Vocational and crisis counseling is available on an as-needed basis.

An Employer Advisory Council provides expertise in the areas of marketing, training, and meeting the needs of employers.

CONVERSION PLAN

Cornerstone will seek new long-term funding to support the supported employment program beyond the grant period.

PROGRAM PRODUCTS

Products	Date Available
Agency brochure	Currently available
Agency newsletters	Currently available
Curricula	Currently available
SEP newsletter articles	Currently available

OUTCOMES (N=17)

Placement Types

Individual	4
Clustered	13

Primary Handicap

MMR	10
MOMR	5
MI	1

Previous Placement

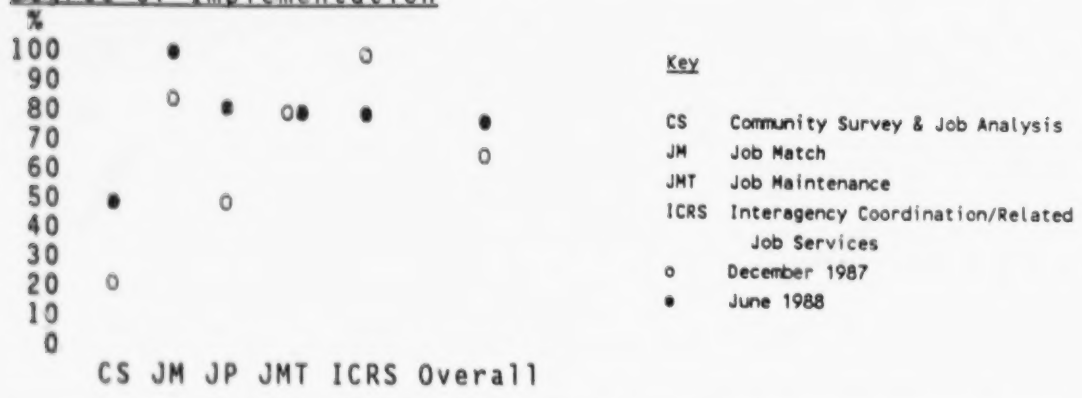
DT II	4
RW	11
SK	1
NR/Other	1

Mean hours worked per month: 74.4

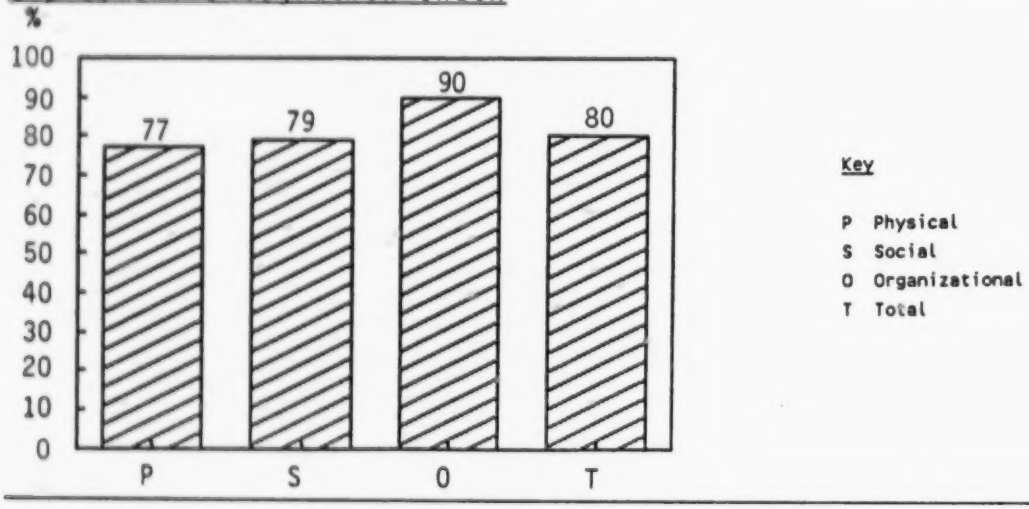
Mean gross earnings per month: $143.39

Mean hourly income: $1.93

Degree of Implementation



Employment Integration Index



Co-Worker Involvement Index

	Supported Employees				
	M.S.	J.D.	C.D.	S.N.	R.M.
Physical Integration	2	2	2	2	2
Social Integration	2	2	2	2	2
Training	1	2	2	2	2
Associating					
Frequency	2	2	2	2	2
Appropriateness	2	2	2	2	2
Befriending	0	0	0	2	0
Advocating	2	2	2	2	2
Evaluating	2	2	2	2	2
Giving Information	2	2	2	2	2
Total	15	16	16	18	16

2 - High 1 - Moderate 0 - Low

Client Profile: Robert W.

"Twelve ham please, cheese six, thank you," yells Robert W. as he works the grill area of a McDonald's Restaurant in Crest Hill, Illinois. Robert is one of 16 supported employment workers diagnosed with a chronic mental illness and is employed in the program through Cornerstone Services, Inc.

Robert has been employed by McDonald's since December 2, 1987, and loves his job. He began working in the lot and lobby area, but with hard work and determination, he moved through a series of positions until he reached his goal: to be part of a grill team responsible for serving over 70 billion burgers!

A once shy, but hard-working Robert is now assertive, confident, and independent. "Robert's skills (as a grill worker) are by the book," states the general manager of McDonald's. "He works very hard and gets along great with the other workers." But these skills are not limited by a long shot. Robert is an excellent utility person able to work one of several work stations whenever necessary and taking on more responsibility every day.

Robert has progressed in more ways than just vocationally. With the SEP staff backing him all the way, Robert was referred in August 1988 to a residential program. There he learned various independent living skills. Today Robert is sharing an apartment with a roommate in a supervised apartment program. Robert is now responsible for his own laundry, meal preparation, paying bills, managing a checking account, appointment scheduling, and maintaining medications. Robert states, "I've learned independence and discipline in the supported employment program. I've learned to set small goals and go after them, you just can't quit."

What is Robert's next goal? "I want to be a McDonald's Crew Trainer," he states proudly. "I enjoy training my co-workers on a job that I enjoy doing."

Program Title:
Developmental Services Center

Program Coordinator:
Carole Powers

Contact Person:
Carole Powers

Telephone:
217-356-7488
217-356-9176

Program Start Date: 1/86
Program End Date: NA

Agency #: 442

Program Site Address:
1304 W. Bradley Ave.
Champaign, IL 61821

Geographic Area Served:
Champaign and Ford Counties

Funding Source:
Short Term: DORS, DMHDD
Long Term: DMHDD

PRIMARY GRANTEE

Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS

Champaign County Mental Health Center, Champaign Unit 4 TMH Program, East Central Cooperative, and Educational Program for the Severely Disabled

PROGRAM PURPOSE

The purpose of the program is to provide community employment to persons with severe disabilities requiring ongoing support in the least restrictive environment. These individuals would otherwise be unable to maintain employment.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)

Twenty to 22 persons with severe disabilities will be employed at community job sites. Four sites utilize an individual or clustered placement with a job coach maintaining each site. Employment sites include: (a) a computer disk site where the individuals are involved in canister and disk preparation and stacking, (b) a liquid soap packaging site where individuals work on an assembly line to package and assemble soap products, (c) a product reclamation site where individuals label and sort damaged grocery products for eventual return to the manufacturer, and (d) a cable television company where individuals clean converter boxes, make cable connections, and stuff mailers. In addition to the clustered sites, individual supported placements are made, with ongoing support provided as needed.

CONVERSION PLAN

Since DSC became involved in supported employment in 1986, individuals referred from developmental training programs and regular work have been assessed and placed into community sites. In addition to the sheltered employees moving into community sites, DSC works in cooperation with Champaign and Urbana special education programs in identifying both supported and competitive jobs for students nearing graduation. This early referral process deflects students who would usually enter sheltered employment in a DT I or II program and provides for them instead, community employment in the least restrictive settings.

PROGRAM PRODUCTS

Product	Date Available
Supported employment brochure	Currently available

OUTCOMES (N=35)

Placement Types

Individual	1
Clustered	34

Primary Handicap

LD	1
MMR	10
MOMR	3
SMR	7
PMR	3
MI	6
PD	4
HI	1

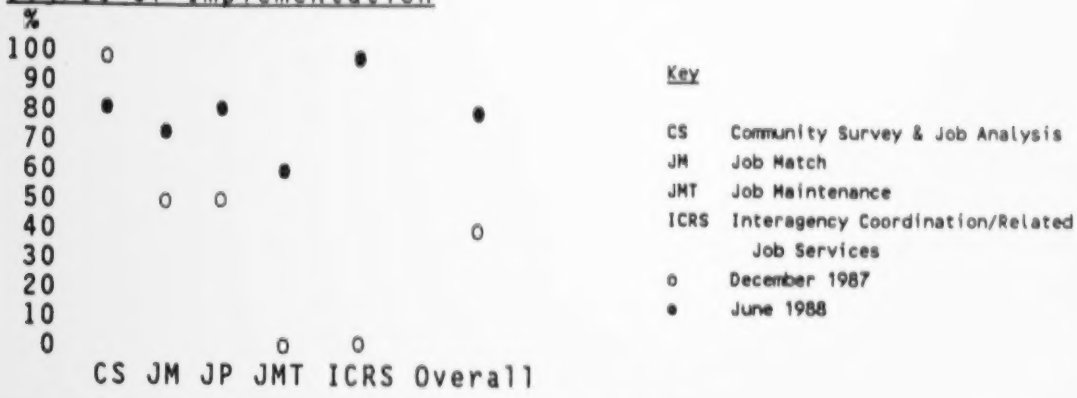
Previous Placement: No data

Mean hours worked per month: 100.3

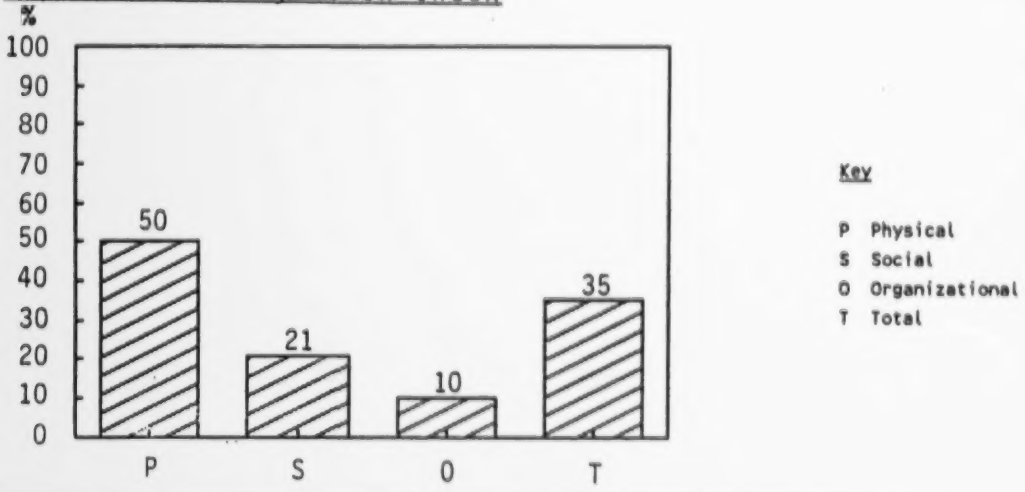
Mean gross earnings per month: $185.41

Mean hourly income: $1.85

Degree of Implementation



Employment Integration Index



Co-Worker Involvement Index

	Supported Employees			
	T.R.	A.S.	C.E.	G.B.
Physical Integration	2	2	2	2
Social Integration	2	2	2	2
Training	1	1	1	0
Associating				
Frequency	2	2	2	0
Appropriateness	2	2	2	2
Befriending	0	0	0	0
Advocating	1	1	1	1
Evaluating	0	0	0	0
Giving Information	0	0	0	2
Total	10	10	9	10

2 - High 1 - Moderate 0 - Low

Client Profile: Mark S.

Mark S. is a 23-year-old man with Down Syndrome. His IQ is in the moderate range of 39-43 (TMH). He lives in Champaign, Illinois, with his mother and older brother. His father died 13 years ago. Other members of his family include three brothers and one sister who do not live at home, although they do reside in the Champaign area. Mark attended Marquette School, a TMH facility, where he received vocational training. Mark has always had a problem with weight; in May 1985 he was 90 pounds overweight, but generally is in good health.

In August 1984, Mark was trained to improve upon community skills at Carle Hospital, concentrating on work tasks, behavior, and good social language skills. He successfully completed the training program in May 1985. Mark was also involved successfully in several other community skills training programs.

On October 8, 1986, Mark began to work at Disk-Tec, Inc., a supported employment worksite, working in cooperation with Developmental Services Center. Mark met with several problems: He could not learn to ride the MTD bus and exit at the proper location, and he would become frustrated and confused once he exited the bus. Mark's interactions were very limited, and his speech was difficult to understand. Mark also needed assistance in learning to tell time and to improve his counting skills. Mark's title was materials handler, and his job responsibilities were twofold. First, he had to prepare the stacks of disks by removing the packages from the box, remove the disks from the packages, and place them on the table. Next he had to count the disks and stack them. Because Mark lacked counting skills, this task tended to be difficult for him.

By spring, 1988, Mark was ready to graduate and become "the butterfly coming out of his cocoon." He had lost 100 pounds and was feeling great about himself. This attitude carried over into his work performance, which greatly improved. Mark's production percentage climbed from 53% to 60%, and he earned at 25¢

raise! He is very proud of himself and satisfied with his vocational adjustment. Mark began working with a very small crew which has increased to include eight members. Mark is very involved and interacts socially with all of them.

Since Mark's involvement in the SEP, he has become more sure of himself as well as his environment. His speech has improved and is more easily understood. He is very involved in participating in monthly activities sponsored by his supervisor for all the crew members. The activities have included hayrides, picnics, movies, roller skating, and holiday parties. Mark has also been very active in all areas of Special Olympics.

Mark, his family, and the D.S.C. staff have all marvelled at the tremendous change that has come about in Mark's life as a direct result of what the supported employment program has done for him.

Program Title:
Iroquois ARC

Program Coordinator:
Roberta Ioder

Contact Person:
Roberta Ioder

Telephone:
815-432-6191

Program Start Date: 9/85
Program End Date: NA

Agency #: 140

Program Site Address:
P.O. Box 338
Watseka, IL 60970

Geographic Area Served:
Rural area - town with population of 5,600 with no transportation system (Iroquois County)

Funding Source:
Short Term: DMHDD
Long Term: DMHDD

PRIMARY GRANTEE
Association for retarded citizens

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Residential education/rehabilitation facility, LEA, and public secondary school

PROGRAM PURPOSE
The goal of the program is to provide clients with severe disabilities with an opportunity to participate in community-based employment. All clients in the program will be supported by a vocational specialist who will provide individual job site training, training in work related skills, and ongoing assessment. With continued support and supervision, these workers will have increased earnings and the opportunity to relate to nonhandicapped community members, outcomes that lead to an improved quality of life.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
The 21 individuals with developmental disabilities presently placed will be maintained in community employment. Six additional clients will be evaluated for job placement and job match by September 30, 1989. Clients now working will increase the number of hours worked in the community when opportunities occur. All workers will receive training in work-related behaviors and social skills through the Workers Unlimited Job Club. Presentations will be made to community groups explaining the supported employment program. All employers were given certificates of recognition for being a part of our program. At the present time we have 10 community work sites.

CONVERSION PLAN
Nine clients will be evaluated and placed in community work sites in and around the Watseka area. The nine clients will become members of the Workers Unlimited Job Club that is organized for clients working at community jobs. Most of the clients will be from Welles Workshop.

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Program developed instruments for data collection	Currently available
Videotape: "Take This Job" - "We've Come A Long Way"	Currently available
Agency newsletter	Ongoing
Local newspaper articles	Ongoing

OUTCOMES (N=22)

Placement Types

Individual	9
Clustered	13

Primary Handicap

MMR	9
MOMR	8
SMR	2
PMR	2
PD	1

Previous Placement

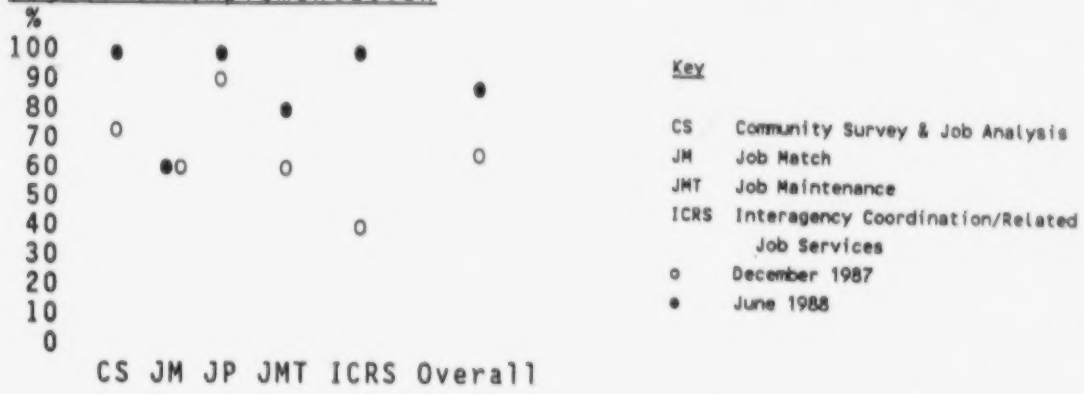
DT II	9
RW	7
HO	2
SL	1
WA	3

Mean hours worked per month: 41

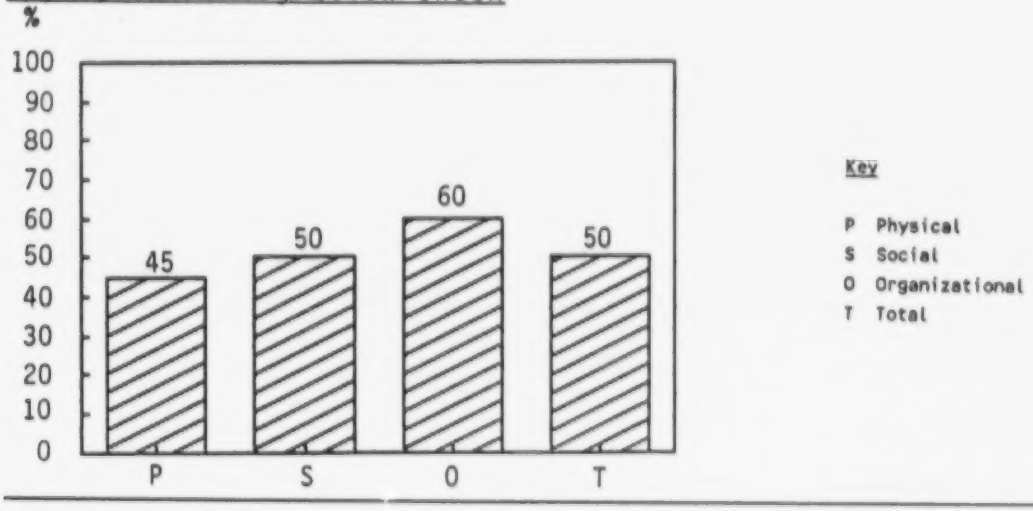
Mean gross earnings per month: $137.53

Mean hourly income: $3.37

Degree of Implementation



Employment Integration Index



Co-Worker Involvement Index

	Supported Employees			
	J.B.	K.E.	S.R.	R.V.
Physical Integration	2	0	2	0
Social Integration	1	0	2	2
Training	2	0	2	2
Associating				
Frequency	2	0	2	0
Appropriateness	2	2	2	2
Befriending	2	0	0	0
Advocating	2	2	2	2
Evaluating	2	2	2	2
Giving Information	2	2	2	2
Total	17	8	16	12

2 - High 1 - Moderate 0 - Low

Client Profiles: John and Jim L.

John and Jim L. are twins who live in Watseka, Illinois. They were born February 5, 1966. The twins are the youngest in a family of five. They were not diagnosed as mentally retarded until the age of five. The local physician sent the family to the University of Illinois to be tested. From there the family was sent to a specialist at Michael Reese Hospital in Chicago. The parents were told the retardation was caused by the premature birth and possibly a lack of oxygen. The twins were diagnosed as having chronic brain dysfunction.

John and Jim attended special education classes and graduated in 1985. Upon graduation, they remained in their parents' home, unable to find employment. Their father contacted a counselor from the Department of Rehabilitation Services for the State of Illinois. The counselor contacted Roberta Ioder, the Employment Coordinator for Iroquois Association for Retarded Citizens Supported Employment Program. John and Jim were given training on janitorial tasks at a supported employment worksite.

In March 1986, Jim started working 20 hours a week doing janitorial duties at Littelfuse, Inc., in Watseka, Illinois. Jim did his work so well he was given a 40-hour shift working from 4:30 p.m. to 1:00 a.m. In 1988 Jim was trained to operate one of the machines in the factory. Now Jim works four hours operating a staking machine and four hours doing janitorial work each day at Littelfuse, Inc.

John started working at the Prairieview Lutheran Home in Danforth, Illinois on June 30, 1986, doing janitorial duties for 20 hours a week. In March 1987, John also started working at Hardee's in Watseka, Illinois, for 20 hours a week, performing janitorial duties. In January 1988, he was given the opportunity to work in the food line, preparing sandwiches for approximately six hours weekly. Between the two job sites John works 46 hours a week. The manager at Hardee's

stated that John "has never called in sick or been late in over a year." Both men receive very good evaluations from their employers.

John and Jim have shown that they are good additions to our daily work force and are making good citizens for Watseka, Illinois.

Program Title:
Occupational Development Center

Program Coordinator:
Billie Larkin

Contact Person:
Billie Larkin

Telephone:
309-452-7324

Program Start Date: 7/85
Program End Date: NA

Agency #: 451

Program Site Address:
2016 Warehouse Rd.
Normal, IL 61761

Geographic Area Served:
McLean County

Funding Source:
Short Term: DORS
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DMHDD, DORS, Residential, Living Independently for Everyone, Centers for Independent Living

PROGRAM PURPOSE
Program goal is to service a minimum of eight individuals in supported employment sites. The program will utilize a supported network system of social, work, and personal skills classes to maintain individuals in community employment. The emphasis of job development activities will be on obtaining integrated worksites which will enhance the quality of life for program participants.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
A minimum of eight to ten individuals with moderate to severe disabilities will be maintained at current SEP worksites, including food service and janitorial. An additional clerical site will be implemented in spring 1989 to service a minimum of two individuals.

CONVERSION PLAN
Employer (host) business will underwrite job coach on clerical site

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Newsletter (agency)	Quarterly
Newsletter (support group)	Quarterly
Job Club, SEP agenda classes	Currently available
Videotape	Currently available
Slide show	Currently available

OUTCOMES (N=17)

Placement Types

Individual	2
Clustered	15

Primary Handicap

MMR	9
MOMR	6
SI	1
Other	1

Previous Placement

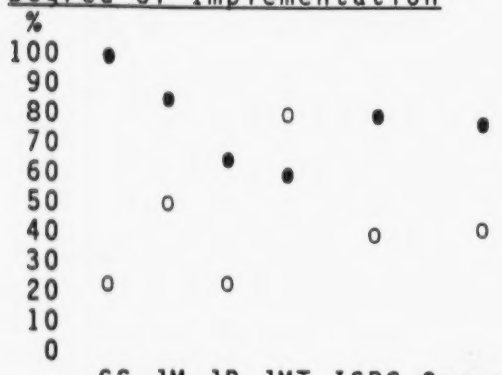
DT II	5
RW	3
HO	1
DR	1
SC	1
WA	3
TE	1
SE	1
NR/Other	1

Mean hours worked per month: 73.3

Mean gross earnings per month: $190.91

Mean hourly income: $2.60

Degree of Implementation



Key

CS	Community Survey & Job Analysis
JM	Job Match
JMT	Job Maintenance
ICRS	Interagency Coordination/Related Job Services
o	December 1987
•	June 1988

Co-Worker Involvement Index

	Supported Employee
	C.D.
Physical Integration	2
Social Integration	2
Training	1
Associating	
Frequency	2
Appropriateness	2
Befriending	2
Advocating	1
Evaluating	2
Giving Information	2
Total	15

2 - High 1 - Moderate 0 - Low

Tim, our 23-year-old son, attended a special education school, where his classification was developmentally disabled, and graduated from school at the age of 21. He currently lives at home with his parents and his 18-year-old brother. Tim has a married brother and is the proud uncle of two nephews.

Socially, Tim enjoys bowling and basketball on a S.O.A.R. team, going out shopping with friends, and taking his parents out for dinner. A "job" he takes very seriously is his participation as a board member of the Occupational Development Center's Support Group. The Support Group was established to give the Supported Employment workers an additional means of support, and it has allowed them opportunities to plan, interact, and recreate with other non-disabled and disabled workers. They have done work-related activities such as employers speakers forum, and enjoyed picnics and cookouts, and even a basketball game with the Chicago Bulls. This is one of Tim's favorite projects.

In July 1987, Tim started working as a housekeeper for a local motel chain. Tim was unable to maintain the standards and qualities of this position, and the Program Coordinator began talking to us about something called Supported Employment. It was a new concept to us, but her strong feelings led us to believe this was the right step for our son. And it was! On November 21, 1987, Tim started with a crew and a job coach at Burger King Restaurant. He started on the broiler-steamer position, advanced to the specialty board, and his biggest and latest achievement is as cashier. Tim was the first employee to be honored as "Employee of the Month," and in a press release, the manager indicated Tim was chosen for his spirit of cooperation, dependability, and as a model for all Burger King employees. The store presented Tim with a $50 check, and his name is on a plaque that hangs in the lobby where the community, his friends and family, and most importantly, Tim himself can see it.

Tim also works a second job at the Bloomington-Normal Seating Company, a sister company of Diamond Star Motors, as a janitor for approximately 12 hours a week. Tim has received many compliments about the quality of his work and has recently been approached by the president of the company for a job within the corporation.

As Tim's parents we have seen him grow in many areas: learning and using the transit system, an increase in his assertiveness and self-confidence, and pride in his uniform and the proper caring for it. Tim has always had a ready smile for everyone, but the job has enhanced his feeling of independence as a person.

One person who is very important in Tim's development and has helped Tim in so many ways is his job coach, Gary Ferguson. Gary has always treated Tim as an equal, not a client, and has taught Tim through the job that he is important and he can be independent.

Program Title:
Opportunity House, Inc.

Program Coordinator:
Lesly D. Wicks

Contact Person:
Lesly D. Wicks

Telephone:
815-875-5108

Program Start Date: 8/85
Program End Date: NA

Agency #: 344

Program Site Address:
202 Lucas St.
P.O. Box 301
Sycamore, IL 60178

Geographic Area Served:
DeKalb County

Funding Source:
Short Term: DORS
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Public secondary school, local mental health center, County Personnel Association, University Learners Program, DORS

PROGRAM PURPOSE
The purpose of supported employment is to provide competitive, community jobs for persons with handicaps. Models used to provide this service are individual placements, clustered placements, and a mobile work crew.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Opportunity House currently has 30 individuals with handicaps working in 22 different locations. Our focus is to continue to place people through our supported employment program and strive for high wages, hours, and levels of integration.

CONVERSION PLAN
Convert sheltered workshop dollars into supported employment

PROGRAM PRODUCTS

Products	Date Available
Agency brochure	Currently available
Supported employment brochure	Currently available
Newsletter	Currently available

OUTCOMES (N=14)

Placement Types

Individual	9
Clustered	5

Primary Handicap

MMR	5
MOMR	6
PMR	3

Previous Placement	
RW	3
HO	2
SC	7
WA	2

Mean hours worked per month: 27

Mean gross earnings per month: $217.80

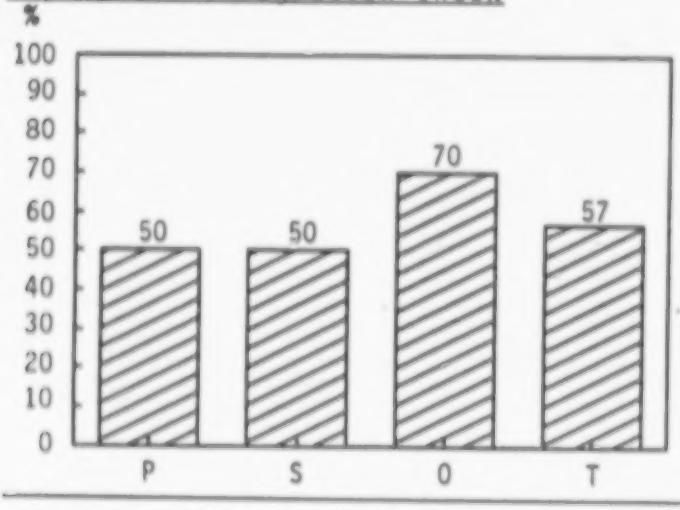
Mean hourly income: $2.83

Degree of Implementation

Key

CS	Community Survey & Job Analysis
JM	Job Match
JMT	Job Maintenance
ICRS	Interagency Coordination/Related Job Services
o	December 1987
•	June 1988

Employment Integration Index



Key

P	Physical
S	Social
O	Organizational
T	Total

Co-Worker Involvement Index

	Supported Employees		
	F.M.	R.L.	P.J.
Physical Integration	2	2	2
Social Integration	2	2	2
Training	2	2	2
Associating			
Frequency	2	2	2
Appropriateness	2	2	2
Befriending	0	0	0
Advocating	2	2	2
Evaluating	2	2	2
Giving Information	2	2	2
Total	16	16	16

2 - High 1 - Moderate 0 - Low

Client Profile: Nancy L.

In 1943, Nancy L. was born into a family of seven. At age 9, she was diagnosed as being moderately mentally retarded (IQ 46). At that time, she was placed at the Dixon State School. While a resident at Dixon, she was described as being "shy" and "withdrawn." She was a resident at Dixon for 15 years, being discharged at age 24. At the time of discharge, reports noted that she was capable of only simple vocational tasks.

After leaving Dixon, Nancy rented a room in a boarding house and worked at Opportunity House's sheltered workshop. After one year at the workshop, she was placed in a community job through Opportunity House's Vocational Placement Program. She worked as a maid and then as a dishwasher for several years, but was unable to maintain employment once support was phased out. Nancy returned to the workshop, stating she never wanted to work in the community again.

After four years at the workshop, Nancy is now working in the community as a dishwasher. Through Opportunity House's Supported Employment Program and the ongoing support of a job coach, Nancy is once again a contributing member of society. Recently, she increased her hours from 20 to 40 per week and was told by her supervisor that she was the best dishwasher he had ever hired. Nancy is well liked by her co-workers, and the regular customers greet her by name.

In mid-April, with money she saved from working, Nancy moved out of her room at the boarding house (in which she had lived for 18 years) and into her own apartment. She also saved enough money to buy a new bed, couch, chair, and desk. When asked what she liked best about her new apartment, Nancy said, "It's close enough so I can walk to my job!"

As a result of Supported Employment, Nancy now receives support not only from her job coach, but from her supervisor, co-workers, and the community. With this extended support and Nancy's increased self-esteem, our Supported Employment staff is confident that Nancy will continue to succeed.

Program Title:
Park Lawn

Program Coordinator:
Linda Renardo

Contact Person:
Linda Renardo

Telephone:
312-385-7377

Program Start Date: 3/86
Program End Date: NA

Agency #: 431

Program Site Address:
12235 S. Laramie Ave.
Alsip, IL 60658

Geographic Area Served:
Southwest Cook County

Funding Source:
Short Term: DORS
Long Term: DMHDD

PRIMARY GRANTEE

Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS

DORS, DMHDD, Special Recreation Association, Social Security Administration, Institute for the Study of Developmental Disabilities

PROGRAM PURPOSE

The program goal is to facilitate the employment of adults with severe developmental disabilities in competitive community jobs. This goal is achieved through the use of a training specialist who provides vocational and social skills training on an ongoing basis to individuals placed in individual and clustered settings. Training is also provided in community access skills through a variety of formats, including one-on-one training by coaches, parent training, individual counseling, peer group discussion, and a monthly Job Club.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)

Thirteen individuals with severe disabilities will be maintained in supported employment. All targeted individuals will receive the ongoing training/support necessary to acquire and maintain work and social skills. Monthly job club meetings are conducted to provide peer support, community access, and social skills training. Training and consultation are also provided for parents and residential staff. Individuals are referred for outside support services where needed. Presentations will be made to local business groups, community groups, vocational rehabilitation agencies, and local/national conferences. Expansion funding for the program will be actively pursued, as will direct referrals from DORS on a fee-for-service basis.

CONVERSION PLAN

In the past year, Park Lawn has converted three workshop slots to SEP placements as community requests have come in that were manageable with existing staff. Continued conversion of slots from DT II to SEP will be dependent on obtaining expansion or fee-for-service funding.

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Procedure book	Currently available
Slide presentation	Currently available

OUTCOMES (N=11)

Placement Types

Individual	11

Primary Handicap

MMR	3
MOMR	7
SMR	1

Previous Placement

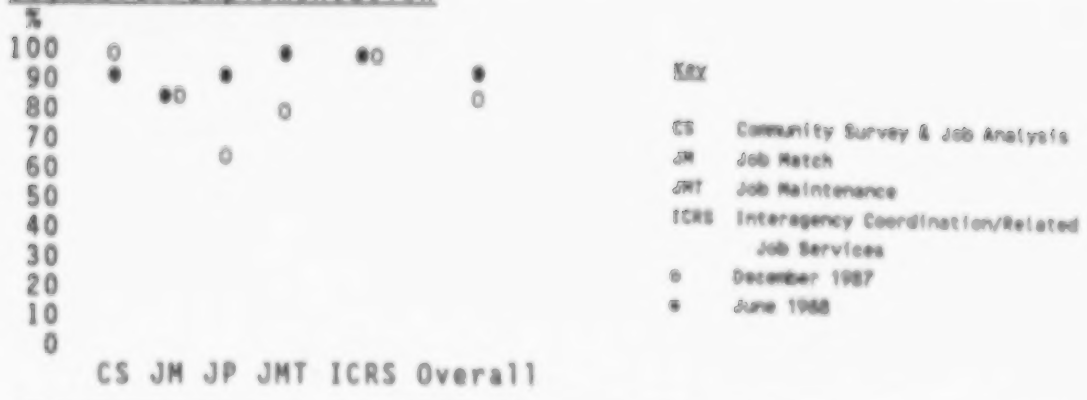
DT II	11

Mean hours worked per month: 122

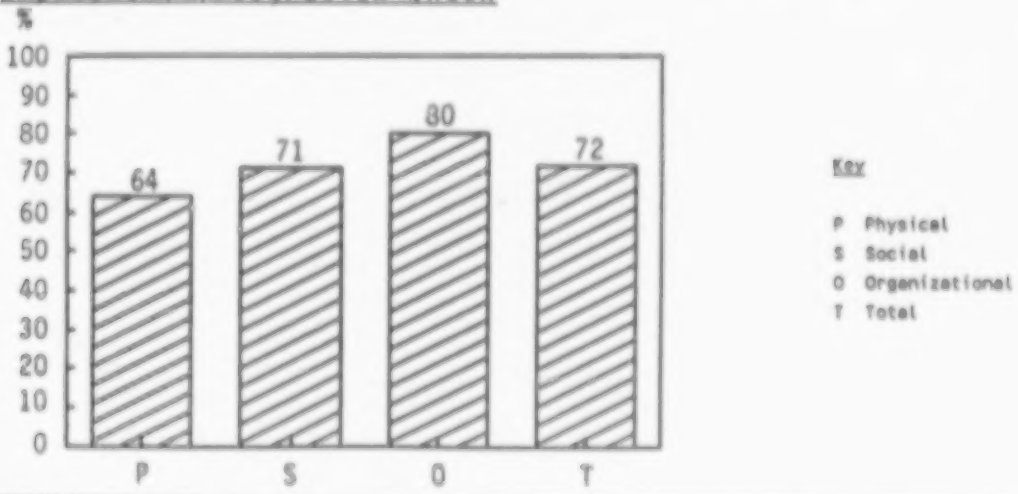
Mean gross earnings per month: $575.05

Mean hourly income: $4.71

Degree of Implementation



Employment Integration Index



Co-Worker Involvement Index

	Supported Employees	
	P.R.	L.J.
Physical Integration	2	2
Social Integration	2	2
Training	0	2
Associating		
Frequency	0	2
Appropriateness	1	2
Befriending	0	0
Advocating	0	2
Evaluating	0	0
Giving Information	1	2
Total	6	14

2 - High 1 - Moderate 0 - Low

Client Profile: Mary O.

Mary O. is a 36-year-old woman diagnosed in the moderate range of mental retardation (IQ 40-54). She resides on the southwest wide of Chicago with her father and younger sister. An older sister lives with her husband and daughter in a nearby suburb. Mary attended public schools, placed in special education classes until age 16. Before starting in the Park Lawn DTII program in February 1986, Mary had been home for 17 years, receiving no habilitation or social services. She lived vicariously through her family, having very few activities that could truly be called hers.

On June 25, 1986, Mary started her job at Oak Lawn National Bank in Oak Lawn, Illinois. When she started, Mary's job involved primarily maintenance/ janitorial tasks--cleaning the grounds, straightening the cafeteria, wiping tables, stocking supplies, and shredding documents. Now Mary's job involves almost all kitchen/ cafeteria tasks--operating the dishwasher, preparing entrees for cooking, baking, setting up the cold counter, serving on the cafeteria line, and making bank deposits.

Socially Mary has evolved from a shy, retiring young woman who found it nearly impossible to make eye contact or respond with more than "yes" or "no," to an outgoing young lady who takes breaks and lunch with co-workers, initiates conversations, and tells jokes freely. She greets bank staff, from the bank president to the mail clerk, with a friendly hello and a broad smile regardless of whether she sees them daily or rarely at all. She participates in 80% of the bank-sponsored social events, including the annual Christmas Dinner Dance, bowling party, company picnic, dinner cruise on Lake Michigan, and White Sox Nights (baseball), just to name a few.

Since involvement in SEP, Mary has become far more active in her leisure time, making plans for many of her activities herself. At home and with friends,

she plans sleepovers, pizza parties, and has taken her sisters out to eat. She also participates in monthly outings with peers sponsored by Park Lawn Job Club or the Parents. Some examples are horseback riding, shopping trips, movies, dining out, plays, bowling, and dances.

Mary is eagerly anticipating the opportunity to move into a Community Integrated Living Arrangement with two other Park Lawn clients, when placement becomes available. In preparation, Mary is learning how to cook one new meal a week at work and then shopping for the ingredients and preparing the same meals for her father and sister at home. Through her job she has also learned to use a checking account and has become responsible for paying many of her own bills.

Mary, her family, and the SEP staff have been both thrilled and awed by the changes in her personality and lifestyle since placement in our Supported Employment Program.

Program Title:
Ray Graham Association
Institute for Human Development

Program Coordinator:
Jocelyn Harney

Contact Person:
Jocelyn Harney

Telephone:
312-543-2440

Program Start Date: 7/85
Program End Date: NA

Agency #: 407

Program Site Address:
420 Madison St.
Elmhurst, IL 60216

Geographic Area Served:
Suburb of metropolitan area (DuPage County)

Funding Source:
Short Term: DMHDD, DORS
Long Term: DMH, Agency, Foundation for the Handicapped, Self-Sufficiency Trust

---

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
LEA, public secondary school, Association for Retarded Citizens, hospital, DORS, DMHDD, Illinois Job Service Office

PROGRAM PURPOSE
The purpose of the program is to provide the support needed to augment the employment of persons with severe disabilities who traditionally have been unemployed or underemployed in order that they may perform paid work in the community.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
The focus of the program is to continue to seek employment and provide support services to groups of not more than four individuals in community work settings.

Emphasis will include itinerate job coaching, use of public transportation and continued maintenance of relationships established during the past three years.

CONVERSION PLAN
Not applicable at this time

PROGRAM PRODUCTS

Products	Date Available
Slide presentation	Currently available
Program developed instruments for data collection	Currently available
Job Coach Manual	Currently available

OUTCOMES (N=47)

Placement Types

Individual	42
Clustered	5

Primary Handicap	
LD	6
MMR	20
MOMR	9
MI	3
TBI	4
PD	3
HI	2

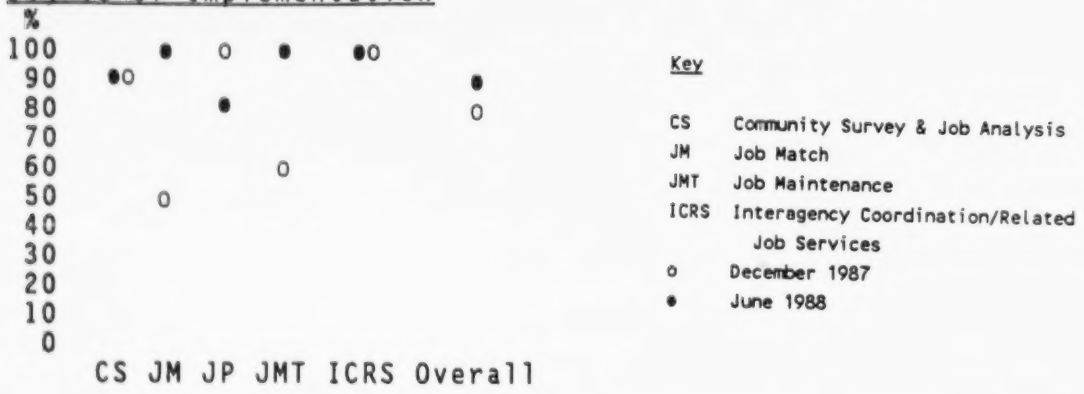
Previous Placement	
DT II	4
RW	9
DR	8
SL	9
SK	2
TE	1
CE	1
SE	2
NR/Other	1

Mean hours worked per month: 105

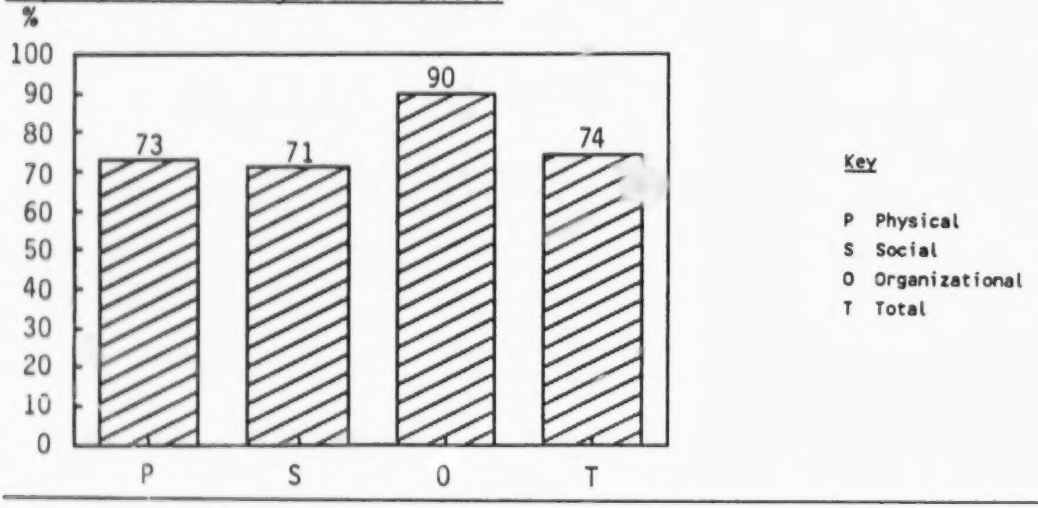
Mean gross earnings per month: $364.12

Mean hourly income: $3.46

Degree of Implementation



Employment Integration Index



Co-Worker Involvement Index

	Supported Employees			
	F.S.	C.V.	R.M.	K.T.
Physical Integration	2	1	1	2
Social Integration	2	2	2	2
Training	2	0	1	2
Associating				
Frequency	2	2	2	2
Appropriateness	2	2	2	2
Befriending	0	1	2	0
Advocating	1	1	1	1
Evaluating	1	2	2	2
Giving Information	1	2	2	2
Total	13	13	15	15

2 - High 1 - Moderate 0 - Low

Client Profile: Harry R.

Harry R. is a 46-year-old man who was diagnosed as moderately mentally retarded, with a full-scale IQ of 53. He is the eldest of six siblings, including three sisters and two brothers. The primary reason for his condition is said to be an extended institutionalization. Harry received little formal academic training. He entered programming with the Ray Graham Association in 1979, and has progressed through Work Adjustment Training, Transitional Employment, and Regular Work.

In May 1987, Harry entered the supported employment program as an attendant with the Villa Park Car Wash in Villa Park, Illinois. His duties included cleaning windows, scrubbing tires, and vacuuming cars. He continued to improve his speed and quality of work, as well as social interpersonal skills with customers. His employment continued uninterrupted until July 15, 1988, when he began a new employment position of butcher's assistant with Dominick's in Elmhurst, Illinois. His duties include sweeping, mopping, washing trays, disassembling machines, cleaning machines, reassembling machines, and cleaning walls and windows of the meat department.

As a result of Harry's steadily improved functioning, he has moved into a less restrictive residential setting of a supported living arrangement where he has two roommates. They take turns cooking for themselves, grocery shopping, and menu planning. Harry does his own laundry and banking. He now independently gets up in the morning, dresses himself properly for work, and arrives punctually at starting time. Harry uses his three-wheel bike for transportation to and from work, which is about two miles from his residence.

He travels alone by train to Wisconsin to visit his family after arrangements are made for him. Harry also travels independently by train to Chicago to see his girlfriend.

His true hobby is his three-wheel bike. Harry purchased it with his own money, and when it breaks down, he takes it to the bike shop himself. He has equipped it with an electronic device that generates various sounds such as a gun fire, bombs, buzzers, and alarms. On holidays, he appropriately decorates his bike.

Harry remains so aware of the progress he has already achieved that he recently requested that the supported employment staff reduce the amount of time spent with him. He has also identified another worker who could benefit from the assistance of the supported employment staff.

Program Title:
Spectrum Vocational Services
(Division of Little Friends, Inc.)

Program Coordinator:
Marcy Nelson

Contact Person:
John Lee

Telephone:
312-852-7520

Program Start Date: 8/85
Program End Date: NA

Agency #: 459

Program Site Address:
2302 Wisconsin Ave.
Downers Grove, IL 60515

Geographic Area Served:
Suburb of a metropolitan area
(DuPage, Will, and Cook Counties)

Funding Source:
Short Term:
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS, Illinois Job Service Office, Jobs Now

PROGRAM PURPOSE
The purpose of the program is to provide job seeking, skill training, job placement, case management, job coaching, and intensive follow-up services to adults with mental retardation. Employment opportunities are targeted outside of a sheltered workshop setting at 20 or more hours per week. Service delivery models include clustered placements, shared jobs, and individual placement sites.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Thirty-four clients will be maintained in supported employment sites. Job placement efforts will be ongoing.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Worker handbook	Currently available
Public service announcement	Currently available
Newspaper profile	Currently available

OUTCOMES (N=25)

Placement Types

Individual	17
Clustered	8

Primary Handicap	
MMR	16
MOMR	6
SMR	3

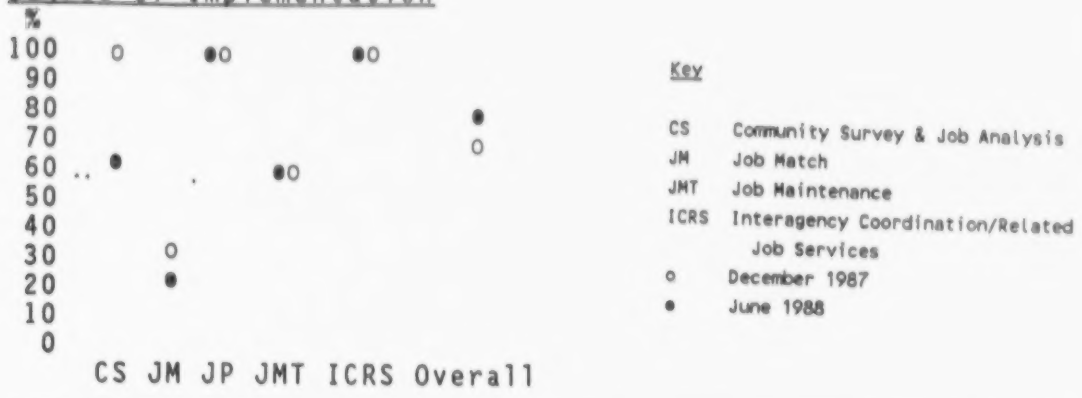
Previous Placement	
RW	24
SE	1

Mean hours worked per month: 108.1

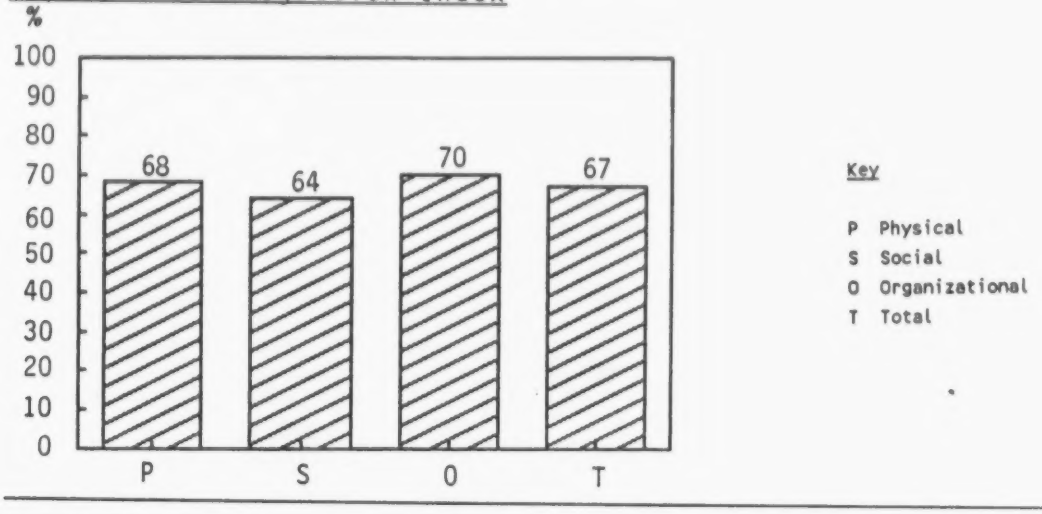
Mean gross earnings per month: $287.00

Mean hourly income: $2.65

Degree of Implementation



Employment Integration Index



Co-Worker Involvement Index

	Supported Employees				
	M.T.	B.R.	D.B.	A.L.	E.S.
Physical Integration	2	2	2	2	2
Social Integration	2	1	2	1	2
Training	2	0	2	1	0
Associating					
Frequency	2	2	2	1	2
Appropriateness	2	2	2	1	2
Befriending	0	0	2	0	0
Advocating	2	1	2	0	0
Evaluating	2	1	2	2	0
Giving Information	2	2	2	1	2
Total	16	11	18	9	10

2 - High 1 - Moderate 0 - Low

Client Profile: Tina V.

Tina V. is a 38-year-old woman who has been diagnosed with mild mental retardation. She presently resides with her parents in a western suburb of Chicago, while her brother and sister, each married, live nearby with their families.

Tina was enrolled in special education classes throughout most of her academic years. After finishing school, she did not participate in any day programming services for 13 years. In May 1984, Tina was accepted at Spectrum Vocational Services and placed into the Work Adjustment Training Program. At that time, Tina demonstrated a lack of awareness of adult living and did not have any vocational goals. Tina gradually displayed improvement and on January 13, 1976, she was placed as a kitchen helper at Carmelite Carefree Village. She was hired at minimum wage and was eligible for medical benefits and a pension plan. At the beginning, Tina's job involved various tasks including making coffee, pouring milk, serving meals, cleaning the dining room, operating the dishwasher, and mopping the floors. Tina is currently carrying out the responsibilities of two different positions and is able to set tables, make sandwiches, fill and deliver room service trays, and vacuum rugs with a minimal amount of supervision. In the two years that she has been employed, Tina has received several pay increases and has earned two weeks of vacation time.

Before being employed, Tina's social activities included programs offered by the Special Recreation Association and various family gatherings. Since working at Carmelite Carefree Village, she has participated in the holiday parties for residents and staff, and she has attended a dinner dance that was held for the employees. Tina talks on the phone with some of her co-workers and often socializes with them outside the work setting.

Tina's employer describes her as a productive and valuable employee. She emphasizes that Tina has learned to respond cooperatively to the direction and authority of her supervisors and is able to work weekend shifts without job coaching supervision. Tina's parents report that she has become much more sociable, outgoing, and curious since working in the community. She expresses more self-confidence in that she likes to be involved in things happening around her and she doesn't hesitate to ask questions as the opportunity arises. Tina expresses feeling accepted and needed by her co-workers and states that she hopes her job placement will continue for many years to come.

Program Title:
Victor C. Neumann Association

Program Coordinator:
Sharon Forbes

Contact Person:
Andrea Esquivel

Telephone:
312-509-1717

Program Start Date: 10/85
Program End Date: NA

Agency #: 135

Program Site Address:
3500 W. Belmont
Chicago, IL 60618

Geographic Area Served:
Metropolitan area (100,000+) with public transportation system

Funding Source:
Short Term: DMHDD
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Association for Retarded Citizens

PROGRAM PURPOSE
The purpose of the program is twofold: (a) to provide a viable alternative to continual workshop placement through active participation and training in supported employment, and (b) to provide long-term workshop clients with severe disabilities with increased exposure to the community and non-disabled individuals through real jobs within industry.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
During the 1989-90 fiscal year, the program will maintain 13 individuals currently placed in community employment sites and will place one additional worker, fulfilling the grant capacity of 14 individuals placed through supported employment. The program will also explore new funding sources to expand current programming for individual supported employment placements, or additional work sites for clustered placements.

CONVERSION PLAN
The program will focus on expansion of current supported employment positions by exploring funding opportunities as they arise.

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Program developed instruments for data collection	Currently available
Curricula	Currently available
Picture book	Currently available
Agency newsletter	Currently available

OUTCOMES (N=17)

Placement Types

Individual	8
Clustered	9

Primary Handicap

MMR	15
PD	1
Other	1

Previous Placement

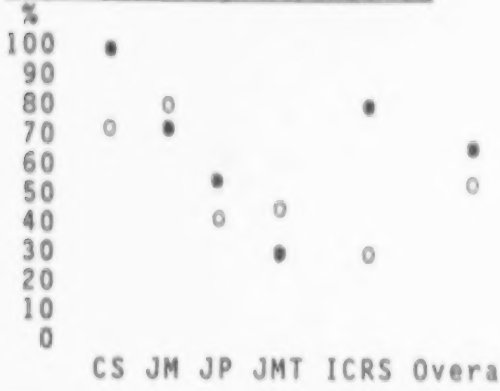
DT II	4
RW	2
SC	2
WA	9

Mean hours worked per month: 114

Mean gross earnings per month: $363.88

Mean hourly income: $3.21

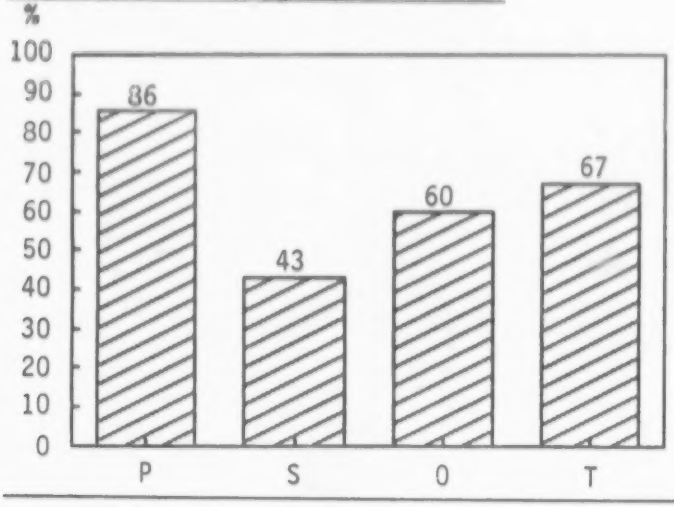
Degree of Implementation



Key

CS	Community Survey & Job Analysis
JM	Job Match
JMT	Job Maintenance
ICRS	Interagency Coordination/Related Job Services
o	December 1987
•	June 1988

Employment Integration Index



Key

P	Physical
S	Social
O	Organizational
T	Total

Client Profile: Donald T.

Donald T. is 28 years old; he was born in Chicago, an only child. Donald attended O. W. Wilson Occupational High School and graduated in 1979. After graduation, he began attending Victor C. Neumann Work Activities Program. He was diagnosed as developmentally disabled with a secondary medical condition. Donald remained in Work activities for two and a half years. He then was able to enter the Work Adjustment Training program with the motivation to improve his skills and eventually find a "real" job.

After three and a half years, Donald was placed into an on-the-job training situation with Chicago City Wide Colleges hospital services. Upon completion of the program, Donald was placed into a job as a dishwasher at the Art Institute of Chicago. He was laid off from this job after six months and was referred to another workshop which in turn enrolled him into the McJob training program, which he completed in 1984. Again, from this program he was placed into another dishwashing position at a nursing home. Donald was laid off again because he says he was "too slow."

After these experiences, Donald decided to re-enter VCN's Work Adjustment Training program. During the next few years he was placed into several competitive jobs. Examples of these are dishwashing at a bakery and janitorial work at a local tavern.

Although Donald's motivation and enthusiasm never wavered, each of his employment experiences terminated because of his extremely slow work pace and "poor concentration." Donald could not hold a job on his own and always returned to the workshop. Donald continued to attend interviews with the aid of a placement specialist, but was never offered a job. When asked how he felt about being fired, Donald replied, "I was upset and angry, but I always would think about getting another job."

Victor C. Neumann obtained funding in 1985 for Supported Employment. In January 1987, a job became available through Supported Employment at a lamp company (assembling lamps) on the south side of Chicago. Donald was referred for the position because he would have constant supervision by a VCN employee. In addition, Donald could set his own work pace. Donald has now been working eight hours each day, three days a week, for more than two years. In the beginning he worked very slowly and was awkward with his work. Today Donald works at a steady pace with 100% quality, and is one of the fastest, most reliable workers in the Supported Employment site and one of the most reliable workers in the company. Donald is a perfect example of an individual who couldn't "make it" in the competitive job market but is an excellent worker with the assistance of an on-site job coach and a successful job match based on his strengths and abilities.

When asked how he feels about Supported Employment, Donald replied "I feel pretty good, the job is staying with me." Louise, Donald's mother, also feels very positive about Donald now, and the Supported Employment program. She says, "This job is suitable for Donald because he is learning and accomplishing something. It makes him feel good that he can think and use his hands!"

Program Profiles

Program Title:
Ada S. McKinley

Program Coordinator:
George Jones

Contact Person:
Lisa Thompson

Telephone:
312-326-1229

Program Start Date: 12/88
Program End Date: 6/89

Agency #: 441

Program Site Address:
330 E. 24th St.
Chicago, IL 60616

Geographic Area Served:
Metropolitan area (100,000+) with public transportation system (Cook County)

Funding Source:
Short Term: DMHDD, DORS
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS, DMHDD, Illinois Department of Employment Security, Jobs Now, Department of Aging and Disability, Council of Rehabilitation Affiliates, Social Security Administration

PROGRAM PURPOSE
McKinley Supported Employment Program seeks to increase competitive employment opportunities and community integration through placement of individuals with severe developmental disabilities in community businesses. Intensive on-the-job training and long-term support services will be provided to ensure job success. Individual and clustered placements are used to deliver services.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Sixteen individuals with severe disabilities will be placed into supported employment. Presentations will be made to targeted businesses to establish possible supported employment worksites. A 12-passenger van is used to provide transportation to individuals who are unable to travel independently.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Program developed instruments for data collection	Currently available

OUTCOMES (N=13)

Placement Types

Individual	6
Clustered	7

Primary Handicap

LD	1
MMR	8
MOMR	2
MI	2
HI	1

Previous Placement

RW	3
SK	1
SE	8

Mean hours worked per month: 74.2

Mean gross earnings per month: $226.27

Mean hourly income: $3.59

Program Title:
Alliance for the Mentally Ill of Rock Island and Mercer Counties

Program Coordinator:

Contact Person:
Ruth Frig

Telephone:
309-788-6413

Program Start Date: 11/87
Program End Date: NA

Agency #: 206

Program Site Address:
Rooms 203 and 204
208 - 18th St.
Rock Island, IL 61201

Geographic Area Served:
Metropolitan area (100,000+) with public transportation system

Funding Source:
Short Term: DORS
Long Term: To be determined

PRIMARY GRANTEE
Adult service agency/sheltered workshop and residential/rehabilitation facility

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DMHMI, DORS

PROGRAM PURPOSE
The goal of the AMI Supported Employment Program is to provide vocational evaluation and training specific to the needs and capabilities of individuals with chronic mental illness. Program participants will progress through phases of evaluation, training, and integrated, community-based employment commensurate with their stated vocational goals, experience and interests, utilizing community resources to support and improve their levels of functioning.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
During this second program year the following activities will take place:
1. A minimum of 12 clients will be served by the program.
2. Seven clients will be placed into community-based, integrated supported employment by October 31, 1989.

CONVERSION PLAN
Agreement for conversion is in process with DORS and DMHDD

PROGRAM PRODUCTS

Products	Date Available
Anti-stigma package	Currently available
Journal articles	Ongoing
Client training and support manual	6/89
Program developed instruments for data collection	5/89

OUTCOMES (N=3)

Placement Types
Individual 3

Primary Handicap
MI 3

Previous Placement
SE 3

Mean hours worked per month: 131

Mean gross earnings per month: $413.36

Mean hourly income: $3.16

Program Title:
Association for Individual Development

Program Coordinator:
Connie Scott

Contact Person:
Connie Scott

Telephone:
312-844-5079

Program Start Date: 1/89
Program End Date: 6/89

Agency #: 400

Program Site Address:
309 W. New Indian Trail Court
Aurora, IL 60506

Geographic Area Served:
Rural and metropolitan area with limited public transportation (Southern Kane County)

Funding Source:
Short Term: DORS
Long Term: Determined on an individual basis

PRIMARY GRANTEE
Adult service agency/rehabilitation agency

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Special Education Cooperative

PROGRAM PURPOSE
The supported employment program is designed to enhance the transition to community employment for individuals currently served in a sheltered workshop setting and for students with severe handicaps who are exiting the public school system.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
The supported employment program will maintain two students who graduated from Mid-Valley Special Education Cooperative in supported employment. In addition, clients currently served in a sheltered workshop setting will be served by the program. Clients will be served in both individual and clustered placements.

The job coach will conduct a survey of local businesses and perform an ecological analysis of the tasks of potential jobs, the work environments, job benefits, and other variables that may affect the employee's job performance and retention.

This detailed analysis will then facilitate the screening, comparing the client's abilities with the job requirements, and job match. For new clients, intensive training will be provided by the job coach during the initial weeks of employment. As the employee increases in independent job performance, the amount of contact required by the job coach will be reduced. The clients will continue to receive ongoing support and follow-up services as needed.

For the client who is being maintained in his or her present job, the job coach will provide ongoing support and be available for re-training as needed.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS

Product	Date Available
Agency Program Evaluation Data	1/89-ongoing

OUTCOMES (N=1)

Placement Types

Individual	1

Primary Handicap

SMR	1

Previous Placement

SC	1

Mean hours worked per month: 42

Mean gross earnings per month: $142.17

Mean hourly income: $3.35

Program Title:
Association for Retarded Citizens of Rock Island County

Program Coordinator:
Linda M. Rangel

Contact Person:
Linda M. Rangel

Telephone:
309-787-0800

Program Start Date: 12/88
Program End Date: 12/89

Agency #: 430

Program Site Address:
810 E. 8th St.
Milan, IL 61264

Mailing Address:
P.O. Box 923
Milan, IL 61264

Geographic Area Served:
Rock Island County

Funding Source:
Short Term: DORS
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Social Security Administration, Mental Health Administration, Public Aid, DMHDD, DORS, Independent Living Center

PROGRAM PURPOSE
The program purpose is to locate appropriately matched jobs for clients with severe disabilities. Job development will emphasize client proficiencies and interests. Community placements will emphasize integration and support from job coaches. Job maintenance activities will commence as client proficiencies increase.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
The current focus of activities is to develop and maintain community jobs for up to 15 clients currently or previously receiving services through the sheltered workshop.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS
None

OUTCOMES (N=6)

Placement Types
Individual 6

Primary Handicap
Other 6

Previous Placement
NR/Other 6

Mean hours worked per month: No data

Mean gross earnings per month: No data

Mean hourly income: No data

Program Title:
Belleville Mental Health
Out-Patient Center

Program Coordinator:
Sue Wampler

Contact Person:
Sue Wampler

Telephone:
618-277-6220

Program Start Date: 11/87
Program End Date: 3/89

Agency #: 272

Program Site Address:
500 S. High
Belleville, IL 62220

Geographic Area Served:
17 townships - rural and metropolitan
with transportation

Funding Source:
Short Term: DORS
Long Term:

PRIMARY GRANTEE

Adult day treatment center for individuals with chronic mental illness

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS

DORS, Illinois Job Service, JTPA

PROGRAM PURPOSE

The supported employment program is designed to provide the necessary support and training for competitive employment for adults with chronic mental illnesses. The program will utilize existing services within the Belleville Mental Health Out-Patient Center: case managers, psychiatric services, and the psychosocial rehabilitation program in conjunction with a job coach to assure adequate levels of support at community worksites.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)

A total of 25 clients have been screened by the project. Work assessment/ training is provided through the psychosocial rehabilitation program and job club.

The job coach provides assistance in job match and placement, training in specific job tasks, transportation training, and on-the-job guidance and support.

Postemployment services include case-management and encouragement to continue social involvement with the psychosocial rehabilitation program.

To date three clients have been placed in laundry positions. Additional worksites are being developed in housekeeping at a motel and in a nursing home laundry.

CONVERSION PLAN

Support for employed clients will be continued by case managers and psychosocial rehabilitation staff rather than vocational staff.

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Program developed instruments for data collection	Currently available

OUTCOMES (N=2)

Placement Types

Individual	2

Primary Handicap

MMR	1
MI	1

Previous Placement

RW	1
MI	1

Mean hours worked per month: 38

Mean gross earnings per month: $166.60

Mean hourly income: $4.42

Program Title:
Center for Disabled Student Services

Agency #: 370

Program Coordinator:
Patrick McPhilimy

Program Site Address:
226 W. Jackson Blvd., Sixth Floor
Chicago, IL 60606

Contact Person:
Patrick McPhilimy
Ila Weinberg

Geographic Area Served:
Metropolitan area (100,000+) (Cook County)

Telephone:
312-368-8814

Funding Source:
Short Term: DORS
Long Term: DMHDD

Program Start Date: 3/86
Program End Date: NA

PRIMARY GRANTEE
Community College

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Various mental health agencies, Illinois Job Service, Paralyzed Veterans of America, Chicago Transit Authority

PROGRAM PURPOSE
Purpose is to recruit individuals with disabilities who have severe barriers toward entering the job market. These barriers may be a direct result of a disability or they may be extraneous, such as extreme cultural or economic disadvantagement, or the exhaustion of other available options.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Current focus is on the expansion of available services. One method is through networking with additional agencies, such as those offering case coordination or those specializing in services for certain disabling conditions. Another method is highly focused staff development/training.

CONVERSION PLAN
Not applicable

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Program developed data collection instruments	Currently available
Job Coach training curricula	Fall 1989

OUTCOMES (N=10)

Placement Types

Individual	10

Primary Handicap

MMR	7
MOMR	2
SI	1

Previous Placement

HO	5
WA	1
SE	1
NR/Other	3

Mean hours worked per month: 84

Mean gross earnings per month: $310.85

Mean hourly income: $3.72

Program Title:
The Center for Rehabilitation and Training of Persons with Disabilities

Agency #: 403

Program Coordinator:
Cathy Lorber

Program Site Address:
2001 N. Clybourn Ave.
Chicago, IL 60614

Contact Person:
Helene Levine

Geographic Area Served:
Metropolitan area (100,000+) with public transportation (Cook County)

Telephone:
312-248-6500

Funding Source:
Short Term: DORS
Long Term:

Program Start Date: 10/85
Program End Date: NA

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS

PROGRAM PURPOSE
The program will be an expansion of services to adults with developmental disabilities and will increase the number of available program slots which allow for employment in an integrated yet individualized and supported environment. The clients to be served are individuals whose deficits in the areas of behavior, work skills, and intellectual and emotional functioning prevent them from obtaining competitive employment in an unsupported situation.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
A major activity for the current funding year is to maintain the eight individuals placed in supported employment. In addition, the development of new supported employment sites will be emphasized.

CONVERSION PLAN
Program has grown through conversion of DMHDD and other funding sources

PROGRAM PRODUCTS

Products	Date Available
Agency annual report	Currently available
Training in industry brochure	Currently available
Employer newsletter	Currently available

OUTCOMES (N=11)

Placement Types
Clustered 11

Primary Handicap

LD	1
MMR	6
MOMR	2
Other	2

Previous Placement

WA	1
SK	5
TE	5

Mean hours worked per month: 118

Mean gross earnings per month: $708.62

Mean hourly income: $6.02

Program Title:
Chicago Association for Retarded Citizens

Program Coordinator:
Charlie Person, Jr.

Contact Person:
Charlie Person, Jr.

Telephone:
312-651-3720

Program Start Date: 10/85
Program End Date: NA

Agency #: 401

Program Site Address:
7919 S. Ashland
Chicago, IL 60620

Geographic Area Served:
Metropolitan area (100,000+) with public transportation system

Funding Source:
Short Term:
Long Term: DMHDD

PRIMARY GRANTEE
Association for Retarded Citizens

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS, DMHDD, Department of Aging and Disability, Nia Comprehensive Services, Claretian Case Management Services, Chicago City Wide Colleges, Sertoma SE Network, Jewish Vocational Services, Victor C. Neumann Association, Kennedy Job Training Center, Illinois Restaurant Association, National Restaurant Association, Greater Northern Pulaski Business Association, Chicago Association for Commerce and Industry

PROGRAM PURPOSE
The supported employment program is targeted to serve adults with developmental disabilities who have never been considered for placement services due to the severity of their disabilities. These individuals are able to work in a community integrated setting with consistent support from rehabilitation staff.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
To provide at least four (4) employers with quality employees and job coaching services in the area of janitorial, food services, housekeeping, stock work, and laundry room service. Job seeking skills, job maintenance skills, training and support are provided. Additional training is provided in social skills and general work behaviors. All clients placed can maintain contact with adult service agency and receive peer group support through job club. Expanding job development in non-traditional job areas.

CONVERSION PLAN
Not applicable

PROGRAM PRODUCTS

Products	Date Available
Agency brochure	Currently available
Placement brochure	Currently available
Agency newsletter	Currently available
Agency TV service ad	Currently available

OUTCOMES (N=25)

Placement Types

Individual	25

Primary Handicap

MMR	19
MOMR	2
SI	1
Other	3

Previous Placement

HO	11
SC	2
WA	5
SK	5
NR/Other	2

Mean hours worked per month: 114

Mean gross earnings per month: $439.97

Mean hourly income: $3.86

Program Title:
Chicago Lighthouse for the Blind

Program Coordinator:
Greg Polman

Contact Person:
Greg Polman

Telephone:
312-666-1331

Program Start Date: 12/87
Program End Date: 11/88

Agency #: 805

Program Site Address:
1850 W. Roosevelt Rd.
Chicago, IL 60608

Geographic Area Served:
Metropolitan area (100,000+) with public transportation

Funding Source:
Short Term: DORS
Long Term:

PRIMARY GRANTEE

Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS

Mental Health Facilities, Labor Unions, DORS, city and state governments

PROGRAM PURPOSE

The goal of our supported employment program is to place adults who are blind or visually impaired in jobs in private industry.

The complex issues involved in the rehabilitation of persons who experience multiple disabilities and are also blind will be managed through use of job coaches. Much of the instruction will be given one-to-one, utilizing hand-over-hand assistance. Priority will be given to persons who are deaf/blind, blind with developmental disabilities, blind with other disabilities, and blind or visually impaired persons with a history of long-term work activity or sheltered employment.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)

Fifteen individuals will be placed into supported employment. The program will collaborate with Chicago Lighthouse for the Blind and DORS staff to gather diagnostic material, assess skills, experiences, and vocational and educational background. This assessment information will be utilized to perform an appropriate job match of client skills to specific job requirements.

The program will consist of four staff members, including a full-time vocational counselor/coach, a full-time job developer/coach, half-time secretary, and 20% time Program Manager.

The vocational counselor/coach will review referrals to the program, provide instruction in pre-employment and job-keeping skills, develop Individual Written Rehabilitation Plans for each client, instruct and coach assigned clients at the worksite, and coordinate all ancillary services.

A consulting psychologist will facilitate two support groups; one for family members and one for program participants. Two two-week mini-seminars addressing topics of pre-employment and job-keeping skills will be delivered. Each mini-seminar is projected to serve 5-7 people.

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Newsletter	Currently available
Job clinic in-house manual	Currently available

OUTCOMES (N=2)

Placement Types

Individual	2

Primary Handicap

SI	2

Previous Placement

CE	1
NR/Other	1

Mean hours worked per month: 90.5

Mean gross earnings per month: $457.23

Mean hourly income: $5.05

Program Title:
Coles County Association for the Retarded

Agency #: 474

Program Coordinator:
Julie Pearcy

Program Site Address:
1600 B Lincoln
Charleston, IL 61920

Contact Person:
Karen Kallis

Geographic Area Served:
Rural area with no public transportation system

Telephone:
217-345-7058

Funding Source:
Short Term: DMHDD
Long Term: DMHDD

Program Start Date: 2/86
Program End Date: NA

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
JTPA, Job Service, DORS

PROGRAM PURPOSE
The purpose of the employment program is to allow persons with severe disabilities the opportunity to work in the least restrictive environment. These individuals would otherwise be unable to maintain competitive employment.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Seven severely disabled persons will continue to work with the support of two full-time and one part-time job coach at a convalescent nursing facility located in Mattoon, Illinois. The individuals at this site perform job responsibilities within the housekeeping and maintenance units of the facility. Additional vocational training is provided in work habits training, problem solving and decision making, employee etiquette, interpersonal skills, coping skills, and daily living skills. Vocational and crisis counseling is available on an as needed basis.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS

Products	Date Available
Agency Brochure	Currently available
Curricula	Currently available
Internal Evaluation Procedure	Currently available
Program developed instruments for data collection	Currently available

OUTCOMES (N=9)

Placement Types
Clustered 9

Primary Handicap

MMR	2
MOMR	5
SMR	2

Previous Placement

DT II	4
RW	5

Mean hours worked per month: 97.1

Mean gross earnings per month: $168.88

Mean hourly income: $1.74

Program Title:
Community Counseling Center,
Madison Co. Mental Health Center

Agency #: 242

Program Site Address:
1816 E. Broadway
Alton, IL 62002

Program Coordinator:
Roger Watkins

Contact Person:
Jamie Georgewitz
Gary Jones

Geographic Area Served:
Madison County

Telephone:
618-465-9261 or 618-465-9264

Program Start Date: 10/88
Program End Date: 9/89

Funding Source:
Short Term: DORS
Long Term: DMHDD

PRIMARY GRANTEE
Multi-service community mental health facility

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS

PROGRAM PURPOSE
To provide support needed to augment the employment of persons with chronic mental illness through job coaching, placement, and off-site contact.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Establishment of working relationship with area employers, placement of 3 to 5 persons in a specific light industrial site and to place 3 to 5 persons in clerical settings to be developed. Continuing training and support for placed individuals.

CONVERSION PLAN
Beginning 1 October 1989, two full-time equivalencies of staff time will be transferred from day program to SEP.

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Program-developed instruments for data collection	Currently available

OUTCOMES
No data available

Program Title:
Comprehensive Services, Inc.

Program Coordinator:
Kim Walker

Contact Person:
Kim Walker

Telephone:
618-242-7300

Program Start Date: 9/85
Program End Date: NA

Agency #: 231

Program Site Address:
Box 428
Mt. Vernon, IL 62864

Geographic Area Served:
Small town with limited public transportation

Funding Source:
Short Term: DORS
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
LEA, JTPA, STEP, DORS

PROGRAM PURPOSE
Supported employment provides the assistance essential for a worker with severe disabilities to maintain competitive employment without segregating the worker in a sheltered setting. The program allows the worker with disabilities to benefit from earning wages, learning normative work in a normative environment, and interacting with nondisabled co-workers.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
The supported employment program includes community-based employment sites for 21 adults as well as a school-to-work transitional component for students with disabilities. There are 19 transitional students served with resources from STEP and the ISBE. Programmatic activities for the current year will focus on maintaining 21 adults currently placed at various employment sites and expanding sites as needed. Other activities include expanding sites for students graduating from high school. There has been success in obtaining job placement without requiring graduates to enter the traditional sheltered work setting. In addition, support is provided to supported employees in their home environments to ensure success in their independent living.

Sites include two workers at a McDonald's restaurant, 12 workers placed individually at a plant that produces packaging products from corrugated board, four workers at the Super 8 Motel, and three workers at the Ramada Inn. Further development of sites is anticipated for the upcoming year.

CONVERSION PLAN
The agency is interested in converting day program slots to expand supported employment. There is currently no available financial support to do so. The major difficulty in converting is the prohibition on converting DPA funded developmental training slots to supported employment.

PROGRAM PRODUCTS

Products	Date Available
Slide show	Currently available

OUTCOMES (N=34)

Placement Types

Individual	7
Clustered	27

Primary Handicap

MMR	14
MOMR	13
SMR	5
MI	1
SI	1

Previous Placement

No data

Mean hours worked per month: 46

Mean gross earnings per month: $107.38

Mean hourly income: $2.33

Program Title:
DuPage County Health Department

Program Coordinator:
Michael J. Harrington

Contact Person:
Michael J. Harrington

Telephone:
312-668-5850

Program Start Date: 9/88
Program End Date: 9/89

Agency #: 273

Program Site Address:
DuPage County Health Dept.
422 N. Prospect
Wheaton, IL 60187

Geographic Area Served:
Metropolitan area (100,000+)

Funding Source:
Short Term: DORS
Long Term: DMHDD, DuPage County

PRIMARY GRANTEE
Multi-service community mental health facility

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
AMI of DuPage, Public Health Center-Mental Health Division staff, Crisis Stabilization Unit

PROGRAM PURPOSE
Recruit severely and long-term mentally ill adults for supported employment. Place and support these persons who otherwise could not find and maintain employment in the community.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Development of jobs/job sites relevant to the needs and skills of mentally ill adults. Close follow-up with trainees and staff to enhance long-term job maintenance.

CONVERSION PLAN
Converting time from current DMH funded day program staff position to provide long-term follow-up and support.

PROGRAM PRODUCTS

Products	Date Available
Program developed instruments for client assessment	Currently available

OUTCOMES (N=3)

Placement Types

Individual	3

Primary Handicap

MI	3

Previous Placement

WA	1
CE	2

Mean hours worked per month: No data

Mean gross earnings per month: No data

Mean hourly income: No data

Program Title:
Effingham Association for Retarded Citizens

Program Coordinator:
Michael J. Tate

Contact Person:
Michael J. Tate

Telephone:
217-857-3186

Program Start Date: 10/85
Program End Date: NA

Agency #: 475

Program Site Address:
Opportunity Center
618 W. Main
Teutopolis, IL 62467

Geographic Area Served:
Effingham County

Funding Source:
Short Term: DMHDD
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS

PROGRAM PURPOSE
The purpose of the program is to provide supervised community employment for workshop clients that will expand vocational skills, improve job satisfaction, and increase personal income. The long-term goal is to strengthen the clients' independent living skills.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Employment will be maintained for five clients with severe disabilities at Mid-America Corvette. Emphasis will be on increasing individual production rates and personal income during the next year. Supervision will continue at a ratio of 1:5. Training will be provided to four additional DT II clients and four additional workshop clients to serve as back-up packers in anticipation of business expansion. Focus of job development activities will target positions within locations of the Mid-America shipping department.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS
None

OUTCOMES (N=5)

Placement Types
Clustered 5

Primary Handicap
MMR 5

Previous Placement

DT II	4
RW	1

Mean hours worked per month: 121.8

Mean gross earnings per month: $172.73

Mean hourly income: $1.42

Program Title:
Effingham County Guidance and Counseling Center

Agency #: 226

Program Coordinator:
Don Trotter

Program Site Address:
1108 S. Willow
Effingham, IL 62401

Contact Person:
Cheryl Compton

Geographic Area Served:
Effingham County

Telephone:
217-347-7179

Program Start Date: 6/87
Program End Date: 9/89

Funding Source:
Short Term: DORS
Long Term: DORS/DMHDD

PRIMARY GRANTEE
Multi-service community mental health facility

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Sarah Bush Lincoln Health Center, DORS, DMHDD, Job Service Office, Social Security Administration, Choate Mental Health and Developmental Disabilities Center

PROGRAM PURPOSE
The goal of the supported employment program is to provide individuals with chronic mental illness the opportunity to develop job skills in a supported setting. Clients work at selected job sites under the supervision of a job coach until they are able to function in competitive employment.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Six individuals with chronic mental illness will be screened and placed at a job site. It is projected that a minimum of two workers will move into competitive employment. At the job site, the job coach will train workers in job survival skills and specific job tasks.

CONVERSION PLAN
Not applicable

PROGRAM PRODUCTS
None

OUTCOMES (N=8)

Placement Types

Individual	5
Clustered	3

Primary Handicap

MI	8

Previous Placement

RW	1
HO	1
NR/Other	4

Mean hours worked per month: 51

Mean gross earnings per month: $173.69

Mean hourly income: $3.38

Program Title:
El Valor Corporation

Program Coordinator:
Jeanne Reilly

Contact Person:
Jeanne Reilly

Telephone:
312-666-4511

Program Start Date: 10/88
Program End Date: 10/89

Agency #: 539

Program Site Address:
1850 W. 21st St.
Chicago, IL 60608

Geographic Area Served:
Chicago metropolitan area

Funding Source:
Short Term: DMHDD, DORS
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Department of Aging and Disabilities, DORS, DMHDD

PROGRAM PURPOSE
The purpose of the supported employment program is to allow persons with developmental disabilities the opportunity to work in integrated community settings and earn a commensurate wage.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Thirty-six individuals will work with the assistance of job coaches in a variety of settings. These job sites will include janitorial, food service, clerical and light industrial positions. Job sites will use primarily the mobile work crew and clustered placement models. Additional vocational training is available in the areas of job seeking and job maintenance skills.

CONVERSION PLAN
Target population for the conversion project include 10 participants from our vocational training program, five who have been out of school for two to three years and five who will be graduating. Particular emphasis will be given to providing service to Hispanics.

PROGRAM PRODUCTS
None

OUTCOMES (N=14)

Placement Types

Individual	4
Mobile crew	9
Not reported	1

Primary Handicap

MMR	10
MOMR	2
Other	2

Previous Placement

RW	4
DR	1
SC	2
WA	6
NR/Other	1

Mean hours worked per month: 64.6

Mean gross earnings per month: $243.10

Mean hourly income: $3.76

Program Title:
Employer Resource Service/Arrise

Agency #: 363

Program Coordinator:

Program Site Address:
9790 Allen St.
Rosemont, IL 60018

Contact Person:
Katunge Musan

Geographic Area Served:
Suburb of a metropolitan area (Cook County)

Telephone:
312-671-5877

Funding Source:
Short Term: DORS
Long Term: DMHDD

Program Start Date: 9/85
Program End Date: NA

PRIMARY GRANTEE
Adult service/vocational development program

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Case Management, DORS, LEA, Public Transportation Services

PROGRAM PURPOSE
Employment Resource Service provides supported employment services to adults with the primary diagnosis of autism. This service is delivered through job match, specified behavioral programming, learning characteristics, ecological analysis, and client interests.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Six individuals will be placed within supported employment sites offering 20 hours per week per client by the end of the fiscal year. Job development will continue to target potential sites, especially those offering training opportunities that will enable those with short attention spans to build endurance and progress toward a longer work day.

CONVERSION PLAN
Not applicable

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Newsletter	Quarterly
Worker Handbook	Currently available
Slide presentation	Currently available
Newspaper articles	Currently available
TV promotions	Currently available

OUTCOMES (N=14)

Placement Types

Individual	2
Clustered	12

Primary Handicap	
AU	14

Previous Placement	
VO	14

Mean hours worked per month: 64

Mean gross earnings per month: $93.58

Mean hourly income: $1.46

Program Title:
Glenkirk

Program Coordinator:
Carol Milazzo

Contact Person:
Michael Brown

Telephone:
312-272-5111

Program Start Date: 5/88
Program End Date: NA

Agency #: 406

Program Site Address:
3504 Commercial Ave.
Northbrook, IL 60062

Geographic Area Served:
Northwest metropolitan area (Lake and Cook County)

Funding Source:
Short Term:
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Independent Case Coordination of Lake and Cook County, A.B.C. Council of Lake County

PROGRAM PURPOSE
The purpose of Glenkirk's supported employment program is to provide ongoing support services to developmentally disabled adults, to enable them to work as independently as possible in the least restrictive environment.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
The focus of the program is to continue to develop employment sites in the community for adults with developmental disabilities. Employment sites will be developed/chosen for their growth potential, socialization opportunities, and accessibility to public transportation.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS
None

OUTCOMES (N=5)

Placement Types

Individual	1
Clustered	4

Primary Handicap

MMR	2
SMR	2
MI	1

Previous Placement

DT II	3
RW	1
NR/Other	1

Mean hours worked per month: 95

Mean gross earnings per month: $176.34

Mean hourly income: $1.85

Program Title:
Habilitative Systems, Inc.

Program Coordinator:
Menai Edwards

Contact Person:
Menai Edwards

Telephone:
312-261-2252

Program Start Date: 7/88
Program End Date: NA

Agency #: 128

Program Site Address:
415 S. Kilpatrick
Chicago, IL 60644

Geographic Area Served:
Metropolitan area (100,000+) (Cook County)

Funding Source:
Short Term: DMHDD
Long Term: DMHDD, DORS, IL Dept. of Ed., Foundations

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Illinois Jobs Committee/Jobs Now, Bolotin, Inc., World Institute on Disability, Chicago Association of Commerce and Industry, American Association for the Advancement of Science

PROGRAM PURPOSE
To provide diversified human services using scientifically based intervention methods along with sound management practices for the purpose of enhancing economic development, political empowerment, and overall community development by assisting individuals who are less able to become more capable, independent, and self-reliant.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
The current focus of our program is to ensure that our clients are given the opportunity to work in an integrated setting and acquire additional technical, social, and personal skills which will allow them an opportunity to experience job stability, mobility, and personal growth.

Implementation will include job coaches who will be assigned particular clients and provide on-the-job support as well as conduct ongoing training sessions; the overall goal is to ensure retention and an effective quality placement for each client.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS

Products	Date Available
Booklet	Currently available
Brochure	Currently available
Video	8/89

OUTCOMES (N=1)

Placement Types
Individual 1

Primary Handicap
MMR 1

Previous Placement
NR/Other 1

Mean hours worked per month: No data

Mean gross earnings per month: No data

Mean hourly income: No data

Program Title:
Happiday Centers, Inc.

Program Coordinator:
Donna Bailey

Contact Person:
Donna Bailey

Telephone:
312-755-8030

Program Start Date: 1/85
Program End Date: NA

Agency #: 570

Program Site Address:
1005 W. End Ave.
Chicago Hts., IL 60411

Geographic Area Served:
Suburb of a metropolitan area

Funding Source:
Short Term: DMHDD
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Public secondary school, Association for Retarded Citizens, and hospital

PROGRAM PURPOSE
The program is designed to provide and maintain community employment in the janitorial skill area for 10-12 individuals with developmental disabilities.

1. Upon entry to the program the individual's work behavior and work performance will be assessed.
2. If the level of work performance and independence meets the approval of the contracts manager, the client will be placed at one of the janitorial worksites.
3. If performance level doesn't meet the contracts manager's approval, the client will be referred back to the rehabilitation coordinator for retraining in deficit areas.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Eleven individuals with developmental disabilities will be placed into supported employment. All individuals targeted for placement will receive training in janitorial skills, in general work behaviors, and work performance by the vocational trainer and rehabilitation coordinator.

CONVERSION PLAN
Currently negotiating with DMHDD

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Parent handbook	Currently available
Worker handbook	Currently available
Job Club procedures manual	Currently available
Program developed instruments for data collection	Currently available
Curricula	Currently available

OUTCOMES (N=12)

Placement Types

Clustered	10
Mobile crew	2

Primary Handicap

LD	2
MMR	9
MOMR	1

Previous Placement

RW	2
SC	7
CE	3

Mean hours worked per month: 110.3

Mean gross earnings per month: $462.61

Mean hourly income: $4.20

Program Title:
Helping Hand

Program Coordinator:
Sharron French

Contact Person:
Fred Peters

Telephone:
312-352-3580

Program Start Date: 7/88
Program End Date: NA

Agency #: 408

Program Site Address:
9649 W. 55th St.
Countryside, IL 60525

Geographic Area Served:
Suburb of a metropolitan area

Funding Source:
Short Term: DMHDD, private contributions
Long Term: DMHDD, private contributions

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Local school district (Ladse-Aero), DORS

PROGRAM PURPOSE
Provide community competitive employment to individuals referred by the school district and to individuals currently in sheltered workshops.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Seek and secure placements in the community, utilizing the job coaching model.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Client manual	Currently available
Job Club procedure	Currently available

OUTCOMES (N=5)

Placement Types

Individual	2
Clustered	3

Primary Handicap

MMR	2
MOMR	1
SMR	1
Other	1

Previous Placement

NR/Other	5

Mean hours worked per month: No data

Mean gross earnings per month: No data

Mean hourly income: No data

Program Title:
Horizon House of Illinois Valley, Inc.

Agency #: 493

Program Coordinator:
Karen Pettit

Program Site Address:
4140 Progress Blvd.
Peru, IL 61354

Contact Person:
Jim Monterastelli
Karen Pettit

Geographic Area Served:
LaSalle County

Telephone:
815-223-4488
815-223-2515

Funding Source:
Short Term: DORS
Long Term: DMHDD

Program Start Date: 10/88
Program End Date: 9/89

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS, JTPA, Department of Employment Security

PROGRAM PURPOSE
Horizon House of Illinois Valley, Inc. has designed its SEP program to allow individuals with developmental disabilities to choose from a wide range of employment opportunities in the community. It is our intent to allow social integration to occur at work with nondisabled co-workers, supervisors, and others, to maximize one's earnings, and to delete the need for a job readiness model and focus on the necessary support to obtain and retain a job in the community.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
To place individuals from sheltered programs into appropriately matched community-based jobs at earnings equal to or above minimum wage for a minimum of 20 hours per week.

CONVERSION PLAN
Over a three-year period, 25 individuals will be placed into supported employment

PROGRAM PRODUCTS

Product	Date Available
Brochure	5/89

OUTCOMES (N=3)

Placement Types
Individual 3

Primary Handicap

MMR	2
Other	1

Previous Placement

NR/Other	3

Mean hours worked per month: No data

Mean gross earnings per month: No data

Mean hourly income: No data

Program Title:
Job Resources for the Disabled

Program Coordinator:
Dan Sullivan

Contact Person:
Francis Chi

Telephone:
312-327-4412

Program Start Date: NA
Program End Date: NA

Agency #: 337

Program Site Address:
3140 N. Cambridge Ave.
Chicago, IL 60657

Geographic Area Served:
Metropolitan area (100,000+) with public transportation system

Funding Source:
Short Term: DORS
Long Term:

PRIMARY GRANTEE
Placement and support agency

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Adult service agency/sheltered workshop, LEA, public secondary school, Association for Retarded Citizens, and hospital

PROGRAM PURPOSE
The goal of the program is to place individuals with disabilities in jobs for which they have been properly prepared. To meet this goal, program staff perform assessments/evaluations (emotional, social, and vocational) and provide in-house and on-site training as well as placement and support services.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Thirty-five to 45 individuals will be screened for placement services. Fifteen of these screened applicants will be placed at individual job sites in the community. Supported employment services will be provided for as long as necessary for the individuals to maintain employment.

CONVERSION PLAN
Not applicable

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Newsletter	Currently available
Slide presentation	Currently available
Videotape	Currently available

OUTCOMES (N=44)

Placement Types	
Individual	42
Clustered	2

Primary Handicap	
MMR	1
MI	32
SI	4
PD	4
HI	1
SA	1
Other	1

Previous Placement: No data

Mean hours worked per month: 108

Mean gross earnings per month: $562.91

Mean hourly income: $5.21

Program Title:
Kennedy Job Training Center

Program Coordinator:
Julie Bell

Contact Person:
Julie Bell

Telephone:
312-448-4818

Program Start Date: 12/88
Program End Date: 9/89

Agency #: 410

Program Site Address:
123rd & Wolf Rd.
Palos Park, IL 60464

Geographic Area Served:
Metropolitan area (100,000+)

Funding Source:
Short Term: DORS
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS, DMHDD, public secondary schools

PROGRAM PURPOSE
The Placement Training Program provides persons who have been certified by DORS with a concentrated time-limited curriculum designed to meet their individual needs.

The Supported Employment Program is designed to serve persons with disabilities for which competitive employment was unlikely and who, because of their disabilities, need intensive, ongoing support.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
To continue to seek employment and provide unlimited support services to perform the job in a community integrated setting. The activities will include training in appropriate work behaviors, job coaching, the use of public transportation, and case management. Job development will concentrate on geographical areas where our prospective employees live and with employers that have opportunities for clerical work and service-related industries.

CONVERSION PLAN
This project will eliminate the DMHDD funded Regular Work Program with conversion to competitive and integrated supported employment.

PROGRAM PRODUCTS

Products	Date Available
Brochures	Currently available
Videotape	Currently available
Manual	Near future

OUTCOMES (N=4)

Placement Types
Clustered 4

Primary Handicap

MMR	1
MOMR	2

Previous Placement

WA	1
SK	1
NR/Other	2

Mean hours worked per month: No data

Mean gross earnings per month: No data

Mean hourly income: No data

Program Title:
Kreider Services, Inc.

Program Coordinator:
Julie Scholl

Contact Person:
Julie Scholl

Telephone:
815-288-6691

Program Start Date: 5/88
Program End Date: 10/89

Agency #: 425

Program Site Address:
500 Anchor Road
P.O. Box 366
Dixon, IL 61021

Geographic Area Served:
Lee County

Funding Source:
Short Term: DORS
Long Term:

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS, JTPA, LEA

PROGRAM PURPOSE
Kreider Services, Inc. is a supported employment program designed to provide persons with severe disabilities with community integrated jobs, job-training, and long-term supportive services.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
The focus of the program has been to provide job development, job coaching, and follow-up services to a minimum of 40 clients. Ongoing follow-up services to individuals and employers will continue, and, as resources allow, more individuals will receive supported employment services.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS

Products	Date Available
Job Development Employer's Packet	Currently available
Program data collection forms	Currently available
Program format	Currently available

OUTCOMES (N=3)

Placement Types
Individual 3

Primary Handicap
MMR 1
HI 1

Previous Placement
NR/Other 3

Mean hours worked per month: 85

Mean gross earnings per month: $285.76

Mean hourly income: $3.35

Program Title:
Lake County Society for Human Development

Agency #: 419

Program Coordinator:
James Hutson

Program Site Address:
3441 Sheridan Rd.
Zion, IL 60099

Contact Person:
James Hutson

Geographic Area Served:
Lake County

Telephone:
312-872-1700

Funding Source:
Short Term: DORS
Long Term: DMHDD

Program Start Date: 12/86
Program End Date: NA

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS, DMHDD

PROGRAM PURPOSE
To provide vocational support and training to individuals with developmental disabilities in order to ensure successful placement into a competitive job. Successful placements are enhanced by utilizing an ongoing job match system as well as continuous training, as needed, by the job coach.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Individuals with developmental disabilities are employed in the community with the assistance of a job coach. Those integrated sites include two hotels, a bank, a restaurant, and a bakery. The job developer and job coach work jointly as liaisons between the employer and consumer to promote an optimum level of satisfaction for the consumer, employer, and adult agency.

CONVERSION PLAN
Under consideration

PROGRAM PRODUCTS

Products	Date Available
Agency brochure	Currently available
Agency newsletter	Currently available
Publicity photographs	Currently available

OUTCOMES (N=18)

Placement Types	
Individual	10
Clustered	8

Primary Handicap	
MMR	10
MOMR	5
MI	1
SI	2

Previous Placement	
DT II	9
RW	2
WA	5
MI	2

Mean hours worked per month: 50

Mean gross earnings per month: $142.61

Mean hourly income: $2.88

Program Title:
Lakeside Association for the Handicapped, Inc.

Agency #: 429

Program Coordinator:
Adelle Daly

Program Site Address:
Lakeside Center
1301 S. Lewis Ave.
Waukegan, IL 60085

Contact Person:
Adelle Daly

Geographic Area Served:
Metropolitan area (100,000+) with public transportation

Telephone:
312-689-1500

Funding Source:
Short Term: DORS
Long Term:

Program Start Date: 11/87
Program End Date: NA

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Waukegan School District #60, Lakeside Center - Adult Service Agency

PROGRAM PURPOSE
To provide comprehensive supportive services to individuals with severe disabilities, in order to secure and maintain employment in an integrated environment, commensurate with an individual's interests, abilities, and lifestyle.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
1. Refinement of established referral, intake, and monitoring procedures.
2. Refinement and development of placement, training, and job maintenance methods and materials.
3. Procurement of additional sites/expansion of existing sites.
4. Recruitment of persons in need of supported employment services.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS

Products	Date Available
Program developed instruments for data collection	Currently available
Curricula	Currently available

OUTCOMES (N=6)

Placement Types

Individual	1
Clustered	5

Primary Handicap

MMR	6

Previous Placement	
RW	1
HO	1
SC	2
WA	1
NR/Other	1

Mean hours worked per month: 88.3

Mean gross earnings per month: $255.57

Mean hourly income: $2.90

Program Title:
The Lambs, Inc.

Program Coordinator:
Pat Winn

Contact Person:
Rosemary Boortz

Telephone:
312-362-4636

Program Start Date: 12/85
Program End Date: NA

Agency #: 391

Program Site Address:
P.O. Box 520
Libertyville, IL 60048

Geographic Area Served:
Suburb of a metropolitan area

Funding Source:
Short Term: DMHDD
Long Term:

PRIMARY GRANTEE
Adult service agency/sheltered workshop and residential rehabilitation facility

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS

PROGRAM PURPOSE
The program provides a sequence of support services to assist individuals with severe disabilities in securing and maintaining employment in a community integrated setting. Service delivery includes: vocational assessment, placement and task training, case coordination, family services, and ongoing follow-up.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Seven individuals with severe disabilities will be placed in an integrated employment site with ongoing and direct support from a vocational manager/job coach. The training focus will be on a specific job skill acquisition, general work attitudes and behaviors, and social skills. Training and employment will occur in a full-service restaurant. Positions include busperson, dishwasher, and food preparer.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS

Products	Date Available
Program-developed instruments for data collection	Currently available

OUTCOMES (N=7)

Placement Types	
Individual	7

Primary Handicap

MMR	3
MOMR	1
SMR	3

Previous Placement

RW	7

Mean hours worked per month: 115

Mean gross earnings per month: $175.64

Mean hourly income: $1.53

Program Title:
Lansing Association for Retarded Citizens

Program Coordinator:
Jerry O'Sullivan

Contact Person:
Jerry O'Sullivan

Telephone:
312-474-1540

Program Start Date: 4/87
Program End Date: NA

Agency #: 501

Program Site Address:
19043 S. Wentworth
P.O. Box 77
Lansing, IL 60438

Geographic Area Served:
Suburb of a metropolitan area (100,000+)

Funding Source:
Short Term: DMHDD
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
United Way, DMHDD, local education districts

PROGRAM PURPOSE
Emphasis is on subcontracted janitorial services. Supported employees work in either a mobile crew or clustered placement.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Seeking further contracts for janitorial program.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS

Products	Date Available
Brochures	Currently available
Newsletters	Currently available
Flyers	Currently available

OUTCOMES
No data

Program Title:
Little City Foundation

Program Coordinator:
Dennis Busse

Contact Person:
Dennis Busse

Telephone:
312-358-3357

Program Start Date: 10/85
Program End Date: 9/89

Agency #: 299

Program Site Address:
1760 W. Algonquin Road
Palatine, IL 60067

Geographic Area Served:
Suburb of a metropolitan area
(100,000+)

Funding Source:
Short Term: DORS
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop/residential facility

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS

PROGRAM PURPOSE
The purpose of the program is to establish supported employment options for Little City residents who are currently served in its sheltered workshop. Individuals with a diagnosis of moderate to severe retardation, mental illness, and those dually diagnosed will be targeted. Little City will focus efforts on deinstitutionalizing both residential and vocational services for 85% of the approximately 275 individuals presently served.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Current program activities include establishing three individual or clustered placements. Major emphasis will be on establishing a secure foundation for future program conversion including program procedures and staff proficiencies.

CONVERSION PLAN
Approximately 200 Little City residents currently served in a sheltered workshop will be placed into community jobs in the next five years. Little City has also begun the establishment of integrated community residential options.

PROGRAM PRODUCTS
None

OUTCOMES
No data

Program Title:
Maine Township High School
District #207

Program Coordinator:
Mike Socha

Contact Person:
Mike Socha

Telephone:
312-825-4484

Program Start Date: 1/88
Program End Date: NA

Agency #: 801

Program Site Address:
Maine East High School
2601 W. Dempster St.
Park Ridge, IL 60068

Geographic Area Served:
Suburb of metropolitan area

Funding Source:
Short Term: DORS
Long Term:

PRIMARY GRANTEE
Public high school district

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Adult service provider (vocational, residential, sheltered work centers), DORS

PROGRAM PURPOSE
The purpose of the Maine Supported Employment Program is to provide integrated employment to secondary special education students with physical disabilities and/or multiple impairments.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
The current focus of the Maine Supported Employment Program is to place five physically impaired students into community positions. Concomitant to placement is the transitioning of the previously placed students to the adult service provider for long-term support. This transitioning occurs after graduation, when the student is stabilized at the work site.

CONVERSION PLAN
Not applicable

PROGRAM PRODUCTS

Products	Date Available
Employer information packet	Currently available

OUTCOMES (N=3)

Placement Types
- Individual 3

Primary Handicap
MMR 1
MOMR 1
PD 1

Previous Placement

SC	3

Mean hours worked per month: 46.8

Mean gross earnings per month: $196.20

Mean hourly income: $4.19

Program Title:
Malcolm Eaton Enterprises

Agency #: 453

Program Coordinator:
Lorraine Brunner

Program Site Address:
570 W. Lamm Rd
Freeport, IL 61032

Contact Person:
Lorraine Brunner
John Becker

Geographic Area Served:
Stephenson County

Telephone:
815-235-7181

Program Start Date: 1/88
Program End Date: NA

Funding Source:
Short Term: DPA, United Way
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
United Way, Township offices, Park District, JTPA, Loral Mental Health Agency, residential facilities

PROGRAM PURPOSE
The supported employment program provides individuals with developmental disabilities with the opportunity to maintain integrated competitive jobs in the community. Rehabilitation staff provide placement services, on the job training, ongoing support services, and follow-up

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
A major focus for the current funding year is to continue support services to 5 supported workers placed in integrated employment sites, and to develop placement sites for another three individuals. If funding becomes available, program will be expanded to place, train, and maintain additional individuals who experience psychiatric disabilities into integrated employment sites.

CONVERSION PLAN
Presently 10 DT II slots have been or will soon be converted to supported employment. Long-term funding has been secured from DMHDD.

PROGRAM PRODUCTS
None

OUTCOMES (N=11)

Placement Types

Individual	1
Clustered	8
Mobile crew	2

Primary Handicap

MMR	4
MOMR	2
SMR	3

Previous Placement

DT II	1
NR/Other	10

Mean hours worked per month: No data

Mean gross earnings per month: No data

Mean hourly income: No data

Program Title:
Marianjoy Rehabilitation Center

Program Coordinator:
Patrick Barnes

Contact Person:
Patrick Barnes

Telephone:
312-462-4246

Program Start Date: 1/88
Program End Date: 1/90

Agency #: 802

Program Site Address:
26W171 Roosevelt Rd.
Wheaton, IL 60187

Geographic Area Served:
DuPage, Cook, Kendall, and Kane Counties

Funding Source:
Short Term: DORS
Long Term: DORS

PRIMARY GRANTEE
Rehabilitation Center

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS, JTPA, Centers for Independent Living, special education districts, Job Service, insurance companies, rehabilitation centers, proprietary rehabilitation providers, Jobs Now, Mental Health Centers

PROGRAM PURPOSE
To place six to eight severely head injured adults in full-time individualized employment. These placements will be individual in nature and based on patient vocational goal and aptitudes.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
A vocational counseling approach will be utilized in the development of specific vocational goals for each client. Work sites will be developed based upon the specific vocational interest and aptitude of each client. Continuity of care is stressed through intake to job coaching.

CONVERSION PLAN
Not applicable

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Newsletter	Currently available

OUTCOMES
No data

Program Title:
McDonough County Rehabilitation Center

Program Coordinator:
Mary Frances Freeman

Contact Person:
Mary Frances Freeman

Telephone:
309-837-4876

Program Start Date: 11/85
Program End Date: NA

Agency #: 364

Program Site Address:
900 S. Deer Rd.
Macomb, IL 61455

Geographic Area Served:
McDonough County

DD Funding Source:
Short Term: NA
Long Term: DMHDD

MI Funding Source:
Short Term: DORS
Long Term: Unknown

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Bethpage Community Services, Community Mental Health Center of Fulton/McDonough Counties

PROGRAM PURPOSE
The supported employment program provides 17 people with psychiatric and developmental disabilities with the opportunity to work in integrated community work sites. Four job coaches provide training and supervision in individual, clustered, and mobile crew placements. Independent living and socialization skills training and case management services are also provided. Available psychosocial services include counseling and support groups.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
During the current year, the program will:
1. Place eight additional workers including those with cerebral palsy in SEP sites.
2. Expand job development activities in order to increase the types of work opportunities available to workers.
3. Increase the number of people in individual placements while still maintaining clustered placements as needed.
4. Provide opportunities for job changes to those experienced workers ready for new challenges.
5. Develop a disability awareness program for co-workers and employers.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS
None

OUTCOMES (N=15)

Placement Types

Individual	5
Clustered	4
Mobile crew	6

Primary Handicap

MMR	5
MOMR	1
SMR	1
MI	8

Previous Placement

DT II	6
DT I	2
RW	2
WA	2
NR/Other	3

Mean hours worked per month: 45

Mean gross earnings per month: $98.12

Mean hourly income: $2.20

Program Title:
Mental Health Centers of Central Illinois

Agency #: 202

Program Coordinator:
Randy Hodgson

Program Site Address:
710 N. 8th St.
Springfield, IL 62702

Contact Person:
Brian A. Allen, Randy Hodgson, and Bruce Bryant

Geographic Area Served:
• Sangamon County

Telephone:
217-525-1064

Funding Source:
Short Term: DORS
Long Term:

Program Start Date: 10/88
Program End Date: 6/89

PRIMARY GRANTEE
Multiservice community mental health facility

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS

PROGRAM PURPOSE
The program will provide supported employment services in cooperation with DORS counselors to adults with psychiatric disabilities residing in Sangamon County. The goal of this program is to place and maintain three individuals in supported employment.

The program will utilize an integrated setting with ongoing support services, through a contract with Servicemaster of Springfield, a national commercial cleaning business.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
The job coach will provide training in specific job tasks, support, guidance, and follow-up to adults with chronic mental illness. Ancillary services will be provided by support staff from the umbrella agency.

CONVERSION PLAN
Not applicable

PROGRAM PRODUCTS
None

OUTCOMES (N=2)

Placement Types
Clustered 2

Primary Handicap
MI 2

Previous Placement

RW	1
SK	1

Mean hours worked per month: 23

Mean gross earnings per month: $72.24

Mean hourly income: $3.17

Program Title:
Mental Health Services of South Madison County

Program Coordinator:
Sandi Locus

Contact Person:
Sandi Locus

Telephone:
618-877-4420.

Program Start Date: 9/88
Program End Date: NA

Agency #: 249

Program Site Address:
2011 State St.
Granite City, IL 62040

Geographic Area Served:
Southern Madison County

Funding Source:
Short Term: DORS
Long Term: DMHDD

PRIMARY GRANTEE
Adult psychosocial rehabilitation day program

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS, DMHDD, SuperPrint, Mental Health Services of Southern Madison County, Formerly Yours Resale Shop

PROGRAM PURPOSE
The purpose of this program is to serve persons with chronic mental illness in an integrated work setting within a clustered placement. Clients will be competitively placed in a private printing business whose expansion will be secured through the development of this program.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
The purpose of this program will be to provide employment and support services to day program clients within a community work setting. Emphasis will include on-site job training and coaching in appropriate work behaviors. Ongoing relationships with employers will be maintained in anticipation of future placements.

CONVERSION PLAN
100% of personnel and fringe costs will be picked up by DMHDD funding upon expiration of DORS funding

PROGRAM PRODUCTS
None

OUTCOMES (N=2)

Placement Types
Individual 1
Clustered 1

Primary Handicap
Other 2

Previous Placement
Other 2

Mean hours worked per month: No data

Mean gross earnings per month: No data

Mean hourly income: No data

Program Title:
Northwest Mental Health Center

Program Coordinator:
Jo A. Brown Zillmann

Contact Person:
Jo A. Brown Zillmann

Telephone:
312-259-6655

Program Start Date: 7/87
Program End Date: 9/89

Agency #: 260

Program Site Address:
116 Eastman
Arlington Hts., IL 60004

Geographic Area Served:
Metropolitan area (100,000+) with public transportation

Funding Source:
Short Term: DORS
Long Term:

PRIMARY GRANTEE
Multiservice community mental health facility

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Mental health organizations, Social Security Administration, outpatient and aftercare mental health facilities, accredited skill training facilities

PROGRAM PURPOSE
The Supported Employment Program will address the needs of DORS eligible adults with chronic psychiatric disabilities who are assessed "job ready" by a support group, referring vocational counselors, therapists, family members, or doctors. These individuals will receive pre-placement counseling, placement, on-the-job training, and follow-up services under the direction of a job coach.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Programmatic activities for 1988-89 include identifying a minimum of 36 clients to be served by the project by 9/30/89. New referrals will be screened on an ongoing basis.

Pre-placement services will be provided weekly to appropriate referrals on an individual or group basis. Placement services will be provided to maintain a minimum of 16 job placements 10/1/88 through 9/30/89; 25 clients will be served in these 16 placements. Post-placement services will be provided on an individual or group basis to clients to help them stabilize in their work sites.

CONVERSION PLAN
Not applicable

PROGRAM PRODUCTS

Products	Date Available
Client videotape	9/89
Local newspaper articles	9/89
Procedure manual (if financially feasible)	9/89

OUTCOMES (N=9)

Placement Types

Individual	9

Primary Handicap

MI	9

Previous Placement

RW	4
SK	4
NR/Other	1

Mean hours worked per month: 90

Mean gross earnings per month: $503.06

Mean hourly income: $5.58

Program Title:
Oak Leyden Developmental Services, Inc.

Program Coordinator:
Frank Fencl

Contact Person:
Margaret Poepp

Telephone:
312-524-1050

Program Start Date: 10/88
Program End Date: 9/89

Agency #: 604

Program Site Address:
320 Chicago Ave.
Oak Park, IL 60302

Geographic Area Served:
Metropolitan area (100,000+) with public transportation

Funding Source:
Short Term: DORS, GPC, and Matching funds
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
District high schools, Department of Special Education, DORS, GPCDD, DMHDD, local mental health service agencies, community mental health boards (708), Community Chest, cooperating industries

PROGRAM PURPOSE
To provide community based vocational and social services leading to integrated employment in the community as an alternative to placement in a sheltered workshop program.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Continuing job site development and placement of clients currently served in the sheltered workshop and new clients referred for vocational services.

CONVERSION PLAN
To place 40 clients into competitive employment and 80 additional clients into supported employment resulting in conversion to the community-based service model; the sheltered workshop building will house the agency-owned for-profit company: Oak Motor Manufacturing Company, Inc.

PROGRAM PRODUCTS

Products	Date Available
Brochures	Currently available
Evaluation and job match procedures	Currently available
Client/family program educational manual	Currently available
Program evaluation procedures	Currently available

OUTCOMES (N=16)

Placement Types	
Individual	3
Clustered	7
Mobile crew	6

Primary Handicap

MMR	11
MOMR	3
SMR	1
SI	1

Previous Placement

CE	2
NR/Other	14

Mean hours worked per month: No data

Mean gross earnings per month: No data

Mean hourly income: No data

Program Title:
Open Door Rehabilitation Center

Program Coordinator:
Janet Marsh

Contact Person:
Heidi S. Gilkey

Telephone:
312-553-9222

Program Start Date: 5/86
Program End Date: NA

Agency #: 671

Program Site Address:
208 Beaver
Yorkville, IL 60560

Geographic Area Served:
Kendall, DeKalb, and LaSalle Counties

Funding Source:
Short Term: DORS
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS

PROGRAM PURPOSE
The purpose of the supported employment program is to provide a competitive employment option for those persons with disabilities for whom competitive employment is unlikely to occur and who because of their disability need intensive, ongoing support to perform in a competitive work setting.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Job skill advancement for six individuals with severe disabilities will be provided with the support of one full-time job site specialist. Individuals will be maintained in present scattered individual placement sites.

Workers will receive continuous training and support. Employer support and supervision will be solicited to facilitate job training, job maintenance, and social integration.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS
None

OUTCOMES (N=8)

Placement Types

Individual	7
Clustered	1

Primary Handicap

MMR	3
MOMR	3
PD	1
Other	1

Previous Placement
RW 8

Mean hours worked per month: 93.8

Mean gross earnings per month: $277.83

Mean hourly income: $2.96

Program Title:
Orchard Village

Program Coordinator:
Beth Anderson

Contact Person:
Beth Anderson and
Jim Haptonstahl

Telephone:
312-967-1800

Program Start Date: 3/86
Program End Date: NA

Agency #: 576

Program Site Address:
7670 Marmora
Skokie, IL 60077

Geographic Area Served:
Metropolitan area (100,000+) with public transportation system

Funding Source:
Short Term: DORS, DMHDD
Long Term: DMHDD

PRIMARY GRANTEE
Residential, education/rehabilitation facility

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Adult service agency, sheltered workshop, and Association for Retarded Citizens

PROGRAM PURPOSE
The purpose of the program is to maintain community employment for 15 developmentally disabled adults. Service delivery focuses on direct supervision and training of workers at two sites. One site is a clustered placement, the other an individual placement model.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Maintain eight part-time employees at the clustered placement site. Training focus will be on continued job skill acquisition, general work behaviors, and social skills. These workers will continue to have integrated breaks and lunch.

The individual placements will focus on attaining full unionization of all workers and continued integration in all aspects of the work setting. Training will focus on acquiring necessary skills to perform all tasks "on-line" and functioning independently throughout the plant.

CONVERSION PLAN
Conversion of the agency's Janitorial Training Program is being considered. This would allow for the hiring of an additional job coach and the development of one to three small group sites.

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Newsletter	Currently available

OUTCOMES (N=11)

Placement Types

Individual	3
Clustered	8

Primary Handicap

MMR	5
MOMR	6

Previous Placement

DT II	1
RW	7
SC	1
WA	2

Mean hours worked per month: 96.3

Mean gross earnings per month: $238.92

Mean hourly income: $2.48

Program Title:
Parents Alliance Employment Project

Program Coordinator:
Marjorie Lee

Contact Person:
Marjorie Lee

Telephone:
312-790-3060

Program Start Date: 7/85
Program End Date: NA

Agency #: 999

Program Site Address:
305 - 22nd St.
Suite K-164
Glen Ellyn, IL 60137

Geographic Area Served:
DuPage County

Funding Source:
Short Term: DORS, JTPA
Long Term:

PRIMARY GRANTEE

Parent-initiated placement program

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS

The project maintains independent status but networks with special education cooperatives and adult service agencies. Advisory committees consist of representatives of this network.

PROGRAM PURPOSE

The goal of the employment program is to provide integrated work with support in the normal business community according to the natural proportions in the population. The program deals only with individualized placements and provides job search, job placement, and job coaching for persons with disabilities. The primary target population are persons who have intellectual limitations and have come from special education programs identified as educable mentally handicapped, trainable mentally handicapped, and learning disabled. The program is open to persons with physical disabilities as requested.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)

Focus of program activities:

1. Referrals are accepted from funding agencies and general public.
2. Job search, job placement, and job coaching are provided. Additional support is provided to persons employed long-term with the same employer to improve status and to increase hours and wages.
3. Follow-up contacts are maintained with all placements.
4. Dissemination activities include the distribution of the revised project booklet describing the philosophy, technology, and positive outcomes of placement into integrated work situations.
5. Participation in school/adult transition process occurs through presentations to professional staff members and parents.

CONVERSION PLAN

No conversion needed. Project always has provided only individual placements in the competitive business community

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Slide presentation	Currently available
Replication manual	Currently available
Video	In process
Conference presentations	Ongoing

OUTCOMES (N=24)

Placement Types

Individual	24

Primary Handicap

LD	6
TBI	2
PD	3
Other	12

Previous Placement

HO	5
SC	2
CE	2
SE	2
NR/Other	13

Mean hours worked per month: 37.6

Mean gross earnings per month: No data

Mean hourly income: No data

Program Title:
Peoria Association for Retarded Citizens

Program Coordinator:
Douglas L. Nelson

Contact Person:
Douglas L. Nelson

Telephone:
309-693-2886

Program Start Date: 12/88
Program End Date: 11/89

Agency #: 416

Program Site Address:
8820 N. Industrial Rd.
Peoria, IL 61615

Mailing Address:
2006 W. Altorfer Dr.
Peoria, IL 61615

Geographic Area Served:
Peoria/Tazewell/Woodford Counties

Funding Source:
Short Term: GPCDD and local match
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop, Association for Retarded Citizens

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS, Vocational Evaluation and Training Section of IPM&R, Central Illinois Employers' Association, Private Industry Council, Peoria Area Job Developers

PROGRAM PURPOSE
Transition of DT clients from traditional day programming to community integrated work environments, with support.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
1. Ongoing job development and employer contacts.
2. Case referred, assessment, job matcning.
3. Job analysis, individualized training curricula, and program planning.
4. On-site job coaching.
5. Developing job readiness, seeking, and retention skills.
6. Follow-up services and support.

CONVERSION PLAN
A small number of developmental training slots will be converted to supported employment

PROGRAM PRODUCTS
None

OUTCOMES
No data

Program Title:
Pioneer Center

Program Coordinator:
Paul R. Nelsestuen

Contact Person:
Paul R. Nelsestuen

Telephone:
815-344-6228

Program Start Date: 4/88
Program End Date: 9/89

Agency #: 445

Program Site Address:
4001A Dayton St.
McHenry, IL 60050

Geographic Area Served:
McHenry County

Funding Source:
Short Term: DORS
Long Term:

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS

PROGRAM PURPOSE
The supported employment service area is designed to provide a competitive employment option for those persons with disabilities previously excluded from competitive integrated work opportunities. These individuals traditionally have been confined to day activity and sheltered employment programs with competitive employment unlikely because of the need for intensive, ongoing support to perform in a competitive work setting.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
To provide supported employment services to 16 severely disabled adults. Of these, 12 will reach successful employment status.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS
None

OUTCOMES (N=17)

Placement Types

Individual	7
Clustered	10

Primary Handicap

MMR	11
MOMR	1
MI	3
Other	1

Previous Placement

RW	5
WA	1
NR/Other	11

Mean hours worked per month: No data

Mean gross earnings per month: No data

Mean hourly income: No data

Program Title:
Rehab Products and Services, Inc.

Program Coordinator:
Judy Woodall

Contact Person:
Judy Woodall

Telephone:
217-446-1146

Program Start Date: 9/88
Program End Date: 9/89

Agency #: 507

Program Site Address:
3715 N. Vermilion
Danville, IL 61832

Geographic Area Served:
Vermilion County

Funding Source:
Short Term: DORS
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Private industry, small businesses, DMHDD, DORS

PROGRAM PURPOSE
To provide support/linkage necessary for achieving successful supported employment placements.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
To continue seeking employment sites and to provide necessary support services to individuals. Current emphasis is on job coaching on site. Job development focus in on housekeeping, laundry, food service, and custodial jobs.

CONVERSION PLAN
A Developmental Counselor position will be converted to Job Coach in year 2, and will function as the full-time job coach on all operational sites targeted initially to serve six clients. We plan to request renewal of year 2 from DORS for another year of supported employment site development.

PROGRAM PRODUCTS

Product	Date Available
Training videos	9/89

OUTCOMES (N=3)

Placement Types
Clustered 3

Primary Handicap
Other 3

Previous Placement
NR/Other 3

Mean hours worked per month: No data

Mean gross earnings per month: No data

Mean hourly income: No data

Program Title:
St. Clair Associated Vocational Enterprises

Agency #: 515

Program Coordinator:
Maria Wangler

Program Site Address:
R.R. 1, Box 71R
Belleville, IL 62221

Contact Person:
Maria Wangler

Geographic Area Served:
St. Clair County

Telephone:
618-234-1992

Funding Source:
Short Term: St. Clair County
Long Term: Mental Health Board

Program Start Date: 8/88
Program End Date: NA

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS, Developmental Disabilities Services of St. Clair County, Illinois Job Service Office, JTPA

PROGRAM PURPOSE
The purpose of the program is to provide clients currently or recently in the Vocational Development and Regular Work Programs with the vocational option to venture into the community. Clients are being served in a variety of settings including individual and clustered placements or mobile work crews.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
The current focus of the program activities is to provide increased opportunities through subcontracted work. Clients will be served in a clustered situation or in mobile work crews.

CONVERSION PLAN
Conversion efforts are currently in the planning stages

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Program description	Currently available

OUTCOMES
No data

Program Title:
Search Developmental Center

Program Coordinator:
Donna Catalano

Contact Person:
Donna Catalano

Telephone:
312-271-0448 or 312-271-8282

Program Start Date: 9/88
Program End Date: NA

Agency #: 481

Program Site Address:
4411 Ravenswood
Chicago, IL 60640

Geographic Area Served:
Metropolitan area (100,000+) with public transportation

Funding Source:
Short Term: NA
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Chicago Association of Commerce and Industry

PROGRAM PURPOSE
The purpose of the supported employment program is to facilitate community-based employment for adults with severe disabilities.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Current projections are to place and maintain eight adults in supported employment utilizing a combination of individual and clustered placement. Job development will be conducted based on individual preferences and considerations.

CONVERSION PLAN
We will continue to convert community recipients from Developmental Training to supported employment. As Public Aid begins to allow supported employment as a reimbursable service, other recipients will receive these services.

PROGRAM PRODUCTS

Product	Date Available
Brochure	Currently available

OUTCOMES
No data

Program Title:
Seguin Services, Inc.

Program Coordinator:
Gregory P. Hill

Contact Person:
Myrna Perez

Telephone:
312-863-3803

Program Start Date: 7/85
Program End Date: NA

Agency #: 420

Program Site Address:
3145 S. 55th Ave.
Cicero, IL 60650

Geographic Area Served:
Suburb of metropolitan area (100,000+)
(Cook County)

Funding Source:
Short Term: DORS, GPCDD
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS, GPCDD, DMHDD, special education departments at local high schools

PROGRAM PURPOSE
The goal of the project is the development of both supported work and supported employment opportunities in the community for adults with severe disabilities. Service delivery model utilized include both individual and clustered placements.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
An estimated 25 clients from long-term workshop programs will receive supported employment services by November 1, 1989. In addition, the agency has established cooperative working agreements with local high schools to facilitate effective transition planning for special education students needing supported employment services.

CONVERSION PLAN
Seguin Services plans to convert its entire current day and vocational programs to community integrated employment and support service programs over the course of the next five years.

PROGRAM PRODUCTS

Product	Date Available
Brochure	Currently available

OUTCOMES (N=24)

Placement Types	
Individual	17
Clustered	6
Mobile crew	1

Primary Handicap

MMR	18
MOMR	4
PMR	1

Previous Placement

DT II	3
RW	14
HO	1
SC	1
WA	3
NR/Other	2

Mean hours worked per month: 64

Mean gross earnings per month: $165.57

Mean hourly income: $2.59

Program Title:
Sertoma Career Center

Program Coordinator:
Karen Steffan

Contact Person:
Karen Steffan

Telephone:
312-371-9700

Program Start Date: 11/87
Program End Date: 9/89

Agency #: 503

Program Site Address:
4343 S. 123rd St.
Alsip, IL 60658

Geographic Area Served:
Metropolitan area (100,000+) with public transportation

Funding Source:
Short Term: DORS, DMHDD
Long Term: DMHDD (Conversion only)
DORS (Individual only)

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS

PROGRAM PURPOSE
The purpose of the program is to provide persons with severe disabilities with the opportunity to work in the least restrictive environment. These people will work in the community in an integrated setting, with consistent support from rehabilitation staff with a goal of the clients independently performing the job.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
The current focus is to maintain ongoing SEP positions while fading direct coaching, to establish community sites to employ seven DT II individuals under a conversion plan, and service individual SEP sites with a one-on-one coach through individual contract.

CONVERSION PLAN
Currently in the process of converting monies from the DT II program to support seven individuals in community based employment.

PROGRAM PRODUCTS

Products	Date Available
Interagency Network	Currently available
Program summary	Currently available

OUTCOMES (N=12)

Placement Types

Individual	7
Clustered	5

Primary Handicap

LD	1
MMR	5
MOMR	2
MI	4

Previous Placement

DT II	1
SC	3
WA	3
SK	4
CE	1

Mean hours worked per month: 94.8

Mean gross earnings per month: $412.04

Mean hourly income: $4.35

Program Title:
SHORE Community Services for Retarded Citizens

Agency #: 422

Program Coordinator:
Kathy Corrigan

Program Site Address:
1225 Hantrey Ave.
Evanston, IL 60202

Contact Person:
Kathy Corrigan
Lisa Wright

Geographic Area Served:
Suburb of a metropolitan area

Telephone:
312-869-5515

Funding Source:
Short Term: DMHDD
Long Term: DMHDD

Program Start Date: 12/85
Program End Date: NA

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS

PROGRAM PURPOSE
The program will provide community experience to those individuals with developmental disabilities who are not considered eligible for competitive employment owing to the severity of their disability. Because of the nature of supported employment, the program is able to provide direct ongoing job coaching, socialization skills teaching, close monitoring of rehabilitation plans, job skills training, and formal and informal worker support.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
1. To increase gross earnings in FY 89 for 50% of supported employment trainees who have been on the job a minimum of 12 months using entry wage as baseline.
2. Eighty percent of trainees placed in supported employment job slots will remain on the job 12 months after placement.
3. To identify and evaluate a minimum of four additional project recipients to find eligible applicants for the supported employment pool by June 30, 1989.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Job Club Procedures Manual	Currently available
Program developed instruments for data collection	Currently available
Slide presentation	Currently available
Curricula	Currently available
Replication Manual	Currently available

OUTCOMES (N=7)

Placement Types

Individual	1
Clustered	6

Primary Handicap

MMR	2
MOMR	2
MI	1
PD	1
Other	1

Previous Placement

DT II	1
RW	6

Mean hours worked per month: 82

Mean gross earnings per month: $211.56

Mean hourly income: $2.58

Program Title:
Skills Incorporated

Program Coordinator:
Mike Quinlan

Contact Person:
Diann Petschke

Telephone:
309-786-3099

Program Start Date: 11/87
Program End Date: 6/89

Agency #: 473

Program Site Address:
1510 - 6th Ave.
Moline, IL 61265

Geographic Area Served:
Metropolitan area (100,000+) with public transportation system

Funding Source:
Short Term: DORS
Long Term: Not established

PRIMARY GRANTEE
Adult service agency/sheltered workshop, non-public schools

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
AMI, Blackhawk Epilepsy Association, Easter Seal Foundation, Franciscan Mental Health Center, Mercer County Coalition Against Domestic Violence, Rock Island County Council on Addictions, United Cerebral Palsy, Voluntary Action Center, Guardianship and Advocacy Commission, Rock Island County Department of Public Health

PROGRAM PURPOSE
The Skills Inc. SEP is designed to provide opportunities to a minimum of eight DORS clients with severe disabilities. Employment opportunities will be provided in community businesses.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
To maintain eight clients at the host site with a job coach available at all working hours.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Worker handbook	Currently available
Curricula	Currently available

OUTCOMES (N=4)

Placement Types

Individual	1
Clustered	3

Primary Handicap

MMR	1
SI	1
TBI	1
PD	1

Previous Placement

SE	2
NR/Other	2

Mean hours worked per month: 51.2

Mean gross earnings per month: $116.08

Mean hourly income: $2.27

Program Title:
Southern Illinois University
School of Medicine

Program Coordinator:
Gene Stormer

Contact Person:
Gene Stormer
Janice Gambach

Telephone:
217-782-8251

Program Start Date: 9/87
Program End Date: 6/89

Agency #: 535

Program Site Address:
301 W. Carpenter St.
Springfield, IL 62702

Mailing Address:
Community Support Network
P.O. Box 19230
Springfield, IL 62794-9230

Geographic Area Served:
Metropolitan area (100,000+) with public transportation system (Sangamon County)

Funding Source:
Short Term: DORS
Long Term: DMHDD, private contributions

PRIMARY GRANTEE
School of Medicine

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS

PROGRAM PURPOSE
The program primarily targets individuals with chronic mental illness who would not be expected to maintain community employment without long-term support. Goals for clients in the program are to stabilize medication, reduce the number of hospitalizations, and provide opportunities for individuals to engage in productive paid employment. An active psychosocial treatment approach is utilized to achieve these goals.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Presently, two clustered sites are run by supported employment staff. Supported employment staff and members run a coffee shop/commissary at McFarland Mental Health Center and work at the Department of Central Management Services (DCMS) washing and cleaning state cars. Individual placements are through McDonald's, Day's Inn Motel, and a temporary employment agency. The DCMS site will soon be expanded to include mail room services. Also, we are always attempting to establish more job sites with individual placements.

CONVERSION PLAN
Not applicable

PROGRAM PRODUCTS
None

OUTCOMES (N=1)

Placement Types
Clustered 1

Primary Handicap
MI 1

Previous Placement
NR/Other 1

Mean hours worked per month: 112.5

Mean gross earnings per month: $367.88

Mean hourly income: $3.27

Program Title:
Southwest Community Services

Program Coordinator:
Mary Burrows

Contact Person:
Mary Burrows

Telephone:
312-957-7060

Program Start Date: 10/88
Program End Date: NA

Agency #: 505

Program Site Address:
17341 Palmer Blvd.
Homewood, IL 60430

Geographic Area Served:
Metropolitan area (100,000+) with public transportation system

Funding Source:
Short Term: DORS
Long Term: DMHDD, employer

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
School cooperatives, Association for Retarded Citizens, Association of Rehabilitation Facilities, mental health clinics

PROGRAM PURPOSE
The purpose of the program is to provide employment opportunities for those persons who need on-the-job support in order to be successful.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Maintain community employment sites at an industrial setting in Tinley Park, as well as develop other service-oriented job sites in janitorial and food service.

CONVERSION PLAN
At this time it is expected that DMHDD or the employers will fund this project on a long-term basis

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Curricula	Currently available

OUTCOMES (N=2)

Placement Types

Individual	1
Clustered	1

Primary Handicap

MMR	1
MI	1

Previous Placement

DT	II	1
RW		1

Mean hours worked per month: No data

Mean gross earnings per month: No data

Mean hourly income: No data

Program Title:
Specialized Services, Inc.

Program Coordinator:
Kim Moore

Contact Person:
Laurine Hamm

Telephone:
618-466-5070

Program Start Date: 7/88
Program End Date: 10/89

Agency #: 423

Program Site Address:
4452 Industrial Dr.
Alton, IL 62002

Geographic Area Served:
Madison County

Funding Source:
Short Term: DORS
Long Term:

PRIMARY GRANTEE
Vocational training program/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS, Mental Health Clinic

PROGRAM PURPOSE
Provide community job sites to six persons diagnosed with chronic mental illness and six diagnosed as developmentally disabled in the hotel/motel housekeeping industry thereby maximizing the participant's earning capacity in a normalized work environment.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Under the supervision of one program coordinator and one job coach, two groups of six workers will be trained in the housekeeping industry. These individuals will be placed for a minimum of 25 hours per week at a community job site using a clustered placement model.

The participants will receive the necessary work adjustment and independent living skills training to enhance their placement success and promote independence comparable to their individual capabilities.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS

Product	Date Available
Curricula	10/89

OUTCOMES (N=6)

Placement Types

Clustered	6

Primary Handicap

MMR	3
MI	2
TBI	1

Previous Placement

RW	3
WA	3

Mean hours worked per month: 67

Mean gross earnings per month: $162.10

Mean hourly income: $2.41

Program Title:
Thresholds-South

Program Coordinator:
Carrie Ekern

Contact Person:
Carrie Ekern

Telephone:
312-536-8400

Program Start Date: 5/88
Program End Date: 5/90

Agency #: 302

Program Site Address:
734 W. 47th St.
Chicago, IL 60609

Geographic Area Served:
Metropolitan area (100,000+) with public transportation system (Cook County)

Funding Source:
Short Term: DORS
Long Term:

PRIMARY GRANTEE
Multiservice community mental health facility

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS

PROGRAM PURPOSE
The purpose of the program is threefold: (1) provide support to former DORS clients as they experience difficulties on the job, (2) provide opportunities for clients to move from a restrictive work environment to a less restrictive environment, simultaneously providing needed support, (3) provide the opportunity for clients experiencing difficulties on the job to transfer temporarily to a supported clustered placement to stabilize and then return to previous employment situation.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Continuation of initial program.

CONVERSION PLAN
Not applicable

PROGRAM PRODUCTS

Product	Date Available
Job coach curriculum	Late 1989

OUTCOMES
No data

Program Title:
Trilogy, Inc.

Program Coordinator:
Jeanne E. Trigueros

Contact Person:
Jeanne E. Trigueros

Telephone:
312-262-4811

Program Start Date: 1/88
Program End Date: NA

Agency #: 593

Program Site Address:
7510 N. Ashland
Chicago, IL 60626

Geographic Area Served:
Metropolitan Chicago and suburbs

Funding Source:
Short Term: DMHDD
Long Term: DMHDD

PRIMARY GRANTEE

Adult rehabilitation agency/case coordination agency

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS

DORS

PROGRAM PURPOSE

The Supported Employment Program provides assessment, training, placement, and support services leading to competitive employment for adults with severe and chronic psychiatric disabilities. Participants have not succeeded in maintaining previous competitive employment and are believed to require extensive support in order to do so in the future.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)

A total of 20 individuals are expected to be served by the Supported Employment Program. Each person will be linked to a case manager from the Rehabilitation Program during assessment and training. Post-employment training and support services will be provided by the Supported Employment Program staff, with rehabilitation program staff available as needed. Vocational, psychological, psychiatric, and social skills assessment will be conducted for each participant, as will be job readiness and job placement training. Post-employment services will include medication management, transportation training, on-the-job social skill development, and leisure time planning.

CONVERSION PLAN

None

PROGRAM PRODUCTS

Products	Date Available
Brochure	Currently available
Training curricula	Currently available
Clinical manual	Currently available
Client manual	Currently available
Database for Program Evaluation	Currently available

OUTCOMES (N=8)

Placement Types

Individual	5
Clustered	3

Primary Handicap

MI	8

Previous Placement

DT II	1
WA	7

Mean hours worked per month: 34.4

Mean gross earnings per month: $59.22

Mean hourly income: $1.72

Program Title:
United Cerebral Palsy of Greater Chicago

Program Coordinator:
Vivian Robinson

Contact Person:
Vivian Robinson

Telephone:
312-368-0380

Program Start Date: 10/87
Program End Date: 9/90

Agency #: 426

Program Site Address:
308 W. Randolph
Chicago, IL 60606

Geographic Area Served:
Greater Chicago area (Cook, Lake, and Kane Counties)

Funding Source:
Short Term: DORS
Long Term:

PRIMARY GRANTEE
National Association

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS, Rehabilitation Institute of Chicago

PROGRAM PURPOSE
To place six applicants using a supported employment approach to enable individuals to obtain as well as maintain employment.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Supported services for a population of physically and/or multiply disabled persons will include job development, job modification, job placement, on the job training, and in addition rehabilitation engineering. Service coordination around needs for attendant services, specialized transportation, and vocational counseling is provided as required.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS
None

OUTCOMES (N=4)

Placement Types
Individual 4

Primary Handicap
PD 4

Previous Placement
NR/Other 4

Mean hours worked per month: No data

Mean gross earnings per month: No data

Mean hourly income: No data

Program Title:
United Cerebral Palsy of Lincoln Land

Program Coordinator:
Melinda Mast

Contact Person:
Melinda Mast

Telephone:
217-525-6522

Program Start Date: 11/87
Program End Date: 10/90

Agency #: 536

Program Site Address:
130 N. 16th St.
Springfield, IL 62702

Geographic Area Served:
Metropolitan area (100,000+) with public transportation

Funding Source:
Short Term: DORS
Long Term:

PRIMARY GRANTEE
National Association

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS, Public Aid, Social Security Administration

PROGRAM PURPOSE
The purpose of the project is to demonstrate the effectiveness of a supported competitive employment approach with persons with severe physical disabilities or multiple disabilities. The target population for this project are individuals who have been deemed ineligible for traditional vocational rehabilitation services because of the severity of their physical disability and the need for rehabilitation engineering services.

The UCP model utilizes one-on-one training by an employment specialist in a community-based job setting. The program incorporates an extensive spectrum of support services including rehabilitation engineering and case management activities (e.g., coordinating transportation, attendant services, and residential support).

Funding is provided through a blend of a federal research grant and DORS. The UCP program is one of seven pilot sites to be used as a template for future programs for persons with severe physical disabilities.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Serving an additional nine people as well as providing ongoing support to those already placed. Presently we have three job coaches.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS
None

OUTCOMES (N=5)

Placement Types
Individual 5

Primary Handicap

TBI	1
PD	2
HI	2

Previous Placement

DT I	1
WA	1
NR/Other	3

Mean hours worked per month: 82.9

Mean gross earnings per month: $369.58

Mean hourly income: $4.46

Program Title:
United Cerebral Palsy of
Mississippi Valley

Program Coordinator:
Linda Koller

Contact Person:
Ann Roeder
Marie Hart

Telephone:
309-788-0851

Program Start Date: 10/87
Program End Date: 5/89

Agency #: 804

Program Site Address:
4709 - 44th St., Suite 8
Rock Island, IL 61201

Geographic Area Served:
7 Illinois counties: Rock Island, Henry, Mercer, Henderson, McDonough, Knox, Warren

Funding Source:
Short Term: DORS
Long Term: Not indicated

PRIMARY GRANTEE
National Association

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS, business organizations, adult service agency, and Association for Retarded Citizens

PROGRAM PURPOSE
The purpose of the supported employment program is to provide persons with severe physical or mental disabilities the opportunity to work in competitive integrated employment. The target population includes those individuals who have traditionally not been able to work or have been intermittently employed because of the severity of their disability.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Two employment specialists will be involved in job development, placement, on-site training, and follow-up support for eight individuals with severe physical and mental disabilities. Eligibility for the program is determined by a local referral committee consisting of the employment specialist, representatives from cooperating agencies, and DORS liaison.

All job placements will use an individual placement model. Job sites will be determined by the interest and skills of each individual based on in-depth information obtained from a vocational profile.

Entry level, high turnover positions at minimum wage or above will be targeted in most cases. Priority will be given to positions providing 20-40 hours per week.

CONVERSION PLAN
Not applicable

PROGRAM PRODUCTS

Product	Date Available
Agency Fact Sheet	Currently available

OUTCOMES (N=1)

Placement Types

Individual	1

Primary Handicap

MR	1

Previous Placement

RW	1

Mean hours worked per month: 62

Mean gross earnings per month: $57.81

Mean hourly income: $.93

Program Title:
Warren Achievement Center

Program Coordinator:
Richard Gerald

Contact Person:
Richard Gerald

Telephone:
309-734-8331

Program Start Date: 10/85
Program End Date: NA

Agency #: 428

Program Site Address:
1314 S. Main St.
Monmouth, IL 61462

Geographic Area Served:
Rural community (5,000) with no mass transportation system

Funding Source:
Short Term: DORS
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
Illinois Job Service Office

PROGRAM PURPOSE
The goal is to establish options for integrated employment opportunities for clients that historically have remained in sheltered workshop and day training.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Maintenance of eight individual placements made in the 1987-88 funding year will continue. During the 1988-89 funding year, we will attempt to meet our goal of eight to ten additional placements into community jobs.

CONVERSION PLAN
None at this time

PROGRAM PRODUCTS
None

OUTCOMES (N=45)

Placement Types

Individual	19
Clustered	14
Mobile crew	12

Primary Handicap

LD	8
MMR	21
MOMR	8
SMR	1
MI	3
PD	2
HI	2

Previous Placement

DT II	5
RW	25
MI	1
WA	6
SE	2
NR/Other	6

Mean hours worked per month: 79

Mean gross earnings per month: $294.24

Mean hourly income: $3.72

Program Title:
Will County Association for Retarded Citizens
Trinity Developmental Center

Program Coordinator:
Kathy Kachel

Contact Person:
Kathy Kachel
Art Dykstra

Telephone:
815-485-6197

Program Start Date: 8/88
Program End Date: NA

Agency #: 433

Program Site Address:
R.R. #2, Gougar Road
Joliet, IL 60432

Geographic Area Served:
Metropolitan area (100,000+) with public transportation system

Funding Source:
Short Term: DMHDD, DORS
Long Term: DMHDD

PRIMARY GRANTEE
Adult service agency/sheltered workshop

TYPES OF COOPERATING AGENCIES/ORGANIZATIONS
DORS, LEA, Association for Retarded Citizens

PROGRAM PURPOSE
To provide needed support to developmentally disabled adults on community job sites. Services provided include job development, job placement, on and off site training, and related services.

CURRENT FOCUS OF PROGRAM ACTIVITIES (1988-89)
Initial development of job sites for selected clients. Development of training plans and appropriate coaching techniques for clients. Inter-community linkage and community awareness of the program is a focus.

CONVERSION PLAN
Further conversion of DMHDD - DT II money to supported employment as expansion is warranted. Alternate funding sources are being explored.

PROGRAM PRODUCTS
None

OUTCOMES (N=5)

Placement Types

Individual	3
Clustered	2

Primary Handicap

MMR	1
MOMR	2
SMR	1

Previous Placement
DT II 2
NR/Other 3

Mean hours worked per month: No data

Mean gross earnings per month: No data

Mean hourly income: No data

Indexes

KEY PERSONNEL

-A-

Allen, Brian A. - 171
Anderson, Beth - 181

-B-

Bailey, Donna - 141
Barnes, Patrick - 167
Becker, John - 165
Bell, Julie - 149
Boortz, Rosemary - 157
Brown, Michael - 137
Brunner, Lorraine - 165
Bryant, Bruce - 171
Burrows, Mary - 205
Busse, Dennis - 161

-C-

Catalano, Donna - 193
Chi, Francis - 147
Compton, Cheryl - 131
Corrigan, Kathy - 199

-D-

Daly, Adelle - 155
Dykstra, Art - 221

-E-

Edwards, Menai - 139
Ekern, Carrie - 209
Esquivel, Andrea - 95

-F-

Fencl, Frank - 177
Forbes, Sharon - 95
Freeman, Mary Frances - 169
French, Sharron - 143
Frig, Ruth - 105

-G-

Gambach, Janice - 203
Georgewitz, Jamie - 123
Gerald, Richard - 219
Gilkey, Heidi S. - 179

-H-

Hamm, Laurine - 207
Haptonstahl, Jim - 181
Harney, Jocelyn - 83
Harrington, Michael J. - 127
Hart, Marie - 217
Hill, Gregory P. - 195
Hodgson, Randy - 171
Hutson, James - 153

-I-

Ioder, Roberta - 61

-J-

Jones, Gary - 123
Jones, George - 103

-K-

Kachel, Kathy - 221
Kallis, Karen - 121
Koller, Linda - 217

-L-

Lapicki, Cindy - 51
Larkin, Billie - 67
Lee, John - 89
Lee, Marjorie - 183
Levine, Helene - 115
Locus, Sandi - 173
Lorber, Cathy - 115

-M-

Marsh, Janet - 179
Mast, Melinda - 215
McPhilimy, Patrick - 113
Milazzo, Carol - 137
Monterastelli, Jim - 145
Moore, Kim - 207
Musan, Katunge - 135

-N-

Nelson, Douglas L. - 185
Nelson, Marcy - 89
Nelsestuen, Paul R. - 187

-O-

O'Sullivan, Jerry - 159

-P-

Pearcy, Julie - 121
Perez, Myrna - 195
Person, Charlie, Jr. - 117
Peters, Fred - 143
Petschke, Diann - 201
Pettit, Karen - 145
Poepp, Margaret - 177
Polman, Greg - 119
Powers, Carole - 55

-Q-

Quinlan, Mike - 201

-R-

Rangel, Linda M. - 109
Reilly, Jeanne - 133
Renardo, Linda - 77
Robinson, Vivian - 213
Roeder, Ann - 217

-S-

Scholl, Julie - 151
Scott, Connie - 107
Socha, Mike - 163
Steffan, Karen - 197
Stormer, Gene - 203
Sullivan, Dan - 147

-T-

Tate, Michael J. - 129
Thompson, Lisa - 103
Trigueros, Jeanne E. - 211
Trotter, Don - 131

-W-

Walker, Kim - 125
Wampler, Sue - 111
Wangler, Maria - 191
Watkins, Roger - 123
Weinberg, Ila - 113
Wicks, Lesly D. - 73
Willmore, Mary Anne - 45
Winn, Pat - 157
Woodall, Judy - 189
Wright, Lisa - 199

-Z-

Zillman, Jo A. Brown - 175

LOCATION

-A-

Alsip - 77, 197
Alton - 123, 207
Arlington Heights - 175
Aurora - 107

-B-

Belleville - 111, 191

-C-

Champaign - 55
Charleston - 121
Chicago - 95, 103, 113, 115, 117, 119, 133, 139, 147, 193, 209, 211, 213
Chicago Heights - 141
Cicero - 195
Countryside - 143

-D-

Danville - 189
Dixon - 151
Downers Grove - 89

-E-

Effingham - 131
Elmhurst - 83
Evanston - 199

-F-

Freeport - 165

-G-

Glen Ellyn - 183
Granite City - 173

-H-

Homewood - 205

-J-

Joliet - 51, 221

-L-

Lansing - 159
Libertyville - 157

-M-

Macomb - 169
McHenry -187
Milan - 109
Moline - 201
Monmouth - 219
Mt. Vernon - 125

-N-

Normal - 67
Northbrook - 137

-O-

Oak Park - 177

-P-

Palatine - 161
Palos Park - 149
Park Ridge - 163
Peoria - 185
Peru - 145

-R-

Rock Island - 105, 217
Rosemont - 135

-S-

Skokie - 181
Springfield - 45, 171, 203, 215
Sycamore - 73

-T-

Teutopolis - 129

-W-

Watseka - 61
Waukegan - 155
Wheaton - 127, 167

-Y-

Yorkville - 179

-Z-

Zion - 153

Research Faculty at the University of Illinois

Janis Chadsey-Rusch
Assistant Professor of
Special Education

Lizanne DeStefano
Assistant Professor of
Educational Psychology

Delwyn L. Harnisch
Associate Professor of
Educational Psychology

Laird W. Heal
Professor of Special
Education

Francesca Lundström
Assistant Professor of
Special Education

L. Allen Phelps
Professor of Vocational
Education

Adelle M. Renzaglia
Associate Professor of
Special Education

Frank R. Rusch
Professor of Special
Education

Robert E. Stake
Professor of Educational
Psychology

Institute Advisory Committee

Secondary Transition Intervention Effectiveness Institute
University of Illinois at Urbana-Champaign

Dianne E. Berkell, PhD
Department of Special Education
Long Island University
C.W. Post Campus

George Fair, PhD
Department of Special Education
University of Texas at Dallas

Susan Hasazi, PhD
Department of Special Education,
Social Work, and Social Studies
University of Vermont

Dan Hulbert
Career Assessment and
Placement Center
Whittier (CA) Union High
School District

Gary Lambour, PhD
Special Education Consultant
Connecticut State Department
of Education

Joel Levy
Young Adult Institute
New York City

Robert L. Linn, PhD
Department of Educational
Psychology
University of Colorado-Boulder

Dennis E. Mithaug, PhD
Department of Special Education
University of Colorado-
Colorado Springs

Jeri Nowakowski, PhD
Office of Educational Evaluation and Policy
Northern Illinois University

Nick L. Smith, PhD
School of Education
Syracuse University

Carl Suter
Department of Rehabilitation Services
Springfield, Illinois

Craig Thornton, PhD
Mathematica Policy Research
Princeton, New Jersey

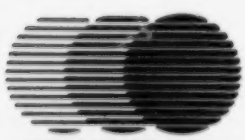
Ann Turnbull, PhD
Bureau of Child Research
University of Kansas

Timm Vogelsberg, PhD
Developmental Disabilities Center
Temple University

Paul Wehman, PhD
Rehabilitation Research
and Training Center
Virginia Commonwealth University

Claude Whitehead
Employment Related Services
Washington, D.C.

Russell Zwoyer
Associate Dean for Research
College of Education
University of Illinois at Urbana-Champaign



TRANSITION INSTITUTE AT ILLINOIS